

MOSCOW PARTY CONFERENCE

ROLE OF PARTY AT HEART OF DEBATE

Gorbachev leaves leadership issue in doubt

BY QUENTIN PEEL IN MOSCOW

THE PLANS for separating the functions of the ruling Communist Party and the Soviet state, as spelt out by Mr Mikhail Gorbachev at his extraordinary party conference in Moscow, still appear to beg key questions, political analysts say. He has deliberately left open the question of whether the leader of the ruling party should be the same person as the powerful president of the Supreme Soviet, admitting that views are deeply divided. Most observers believe the presidential job is designed for Mr Gorbachev himself - but that he cannot afford to give up the party leadership unless he is convinced of the success of his own reforms in restraining its executive powers.

At the heart of the debate remains the role of the ruling party and how, without any external political opposition, it can fail to become a dominating force on all other arms of state and government. Mr Gorbachev's proposals to bolster the powers of the elected soviets do not, in themselves, appear to go much further than the law states at the moment. He is really proposing that they use the powers to oversee legislation which they are granted. The differences are not so much constitutional as practical: he is calling for a much smaller, streamlined Supreme Soviet, which would meet much more frequently, with its two chambers given much more clearly defined functions. One would consider all laws affecting the individual republics, and relations between the nationalities - an acutely sensitive issue in the light of rising nationalism in many outer regions. The other would consider all union legislation, foreign affairs and the like. At the lower level of soviets, in cities and districts, he wants them to have bigger budgets - which could certainly give them more real power. The other key changes in the authority of the soviets would relate to their election procedure, and their bureaucracies. The former, if it eventually became the norm to have multiple candidate elections, should enhance the prestige of the assembly. Mr Gorbachev also wants to curb the power of their political executives, the secretariat which in effect dictates all the decisions which the deputies then rubber-stamp. Here he has proposed a deal which is both ingenious, if it works, and also constitutionally confusing: that the first secretary of the Communist Party at the relevant level - city or district or region - should present himself for election as chairman of the soviet, and abandon his present post as an ex-officio member of the executive committee. This would do two things, he hopes. It should enhance the authority of the elected body above its own bureaucracy, and mean that party secretaries had to face two democratic hurdles to keep office. If they were rejected by the soviet, Mr Gorbachev says, the party should "draw the necessary conclusion". However, the implication that a party first secretary can somehow almost by right expect to be chairman of the soviet suggests to some a denial of the very democracy Mr Gorbachev is seeking to revive.



Mikhail Gorbachev with fellow Politburo members Yegor Ligachev, left, and Alexander Yakovlev, centre, at the party conference yesterday.

Survey shows privileges for the favoured few rankle with public

BY CHARLES HODGSON IN MOSCOW

LONG-FESTERING public grievances over the special privileges enjoyed by Soviet Communist apparatchiki have been brought to the surface by the party conference. As the conference debates got underway, an opinion poll revealed that almost all those questioned felt that ordinary party workers and bureaucrats had no right to special treatment. However, most respondents accepted that senior political figures, such as politburo members, and military personnel deserved their special privileges on merit. They also considered justifiable special treatment for pensioners, invalids, single mothers and large families. The poll, carried out by the reforming weekly, Moscow News, revealed the depth of opposition to the system of privileges for party workers, which include well-equipped flats and country dachas, official cars, access to western goods at special closed shops and reserved seats at cinemas and theatres. The poll showed particular opposition to the network of party shops, which stock luxury goods not available to ordinary citizens, and the easy access to entertainment and books. Over two thirds also objected to party workers enjoying well-built flats in prestige areas and being able to rent state dachas or build their own country homes close to towns. Hospitals and sanatoria exclusively for use by party leaders also caused particular discontent. Moscow News concluded that people were not so much irritated by the existence of special privileges, but that by virtue of their party leaders had no real idea about the extent of problems facing the man in the street. The authorities have already reacted to public unease about privileges by restricting access to closed shops and cutting down on the private use of official cars. Ironically, the use of official cars was deemed the least objectionable privilege by the poll respondents, who were almost evenly divided on the issue.

Delegates fear 'backlash' over price rises

BY QUENTIN PEEL

PLANS to reform the fixed price system for basic foodstuffs in the Soviet Union could cause a big popular backlash against perestroika, speakers at the Communist Party conference warned yesterday. Delegates said this most sensitive aspect of Mr Mikhail Gorbachev's economic reform programme must be tackled with utmost care. "No mistakes can be made in this field," said D K Motorny, chairman of the Kirov farming co-operative in the Kherson region of the Ukraine. "People assess the results of perestroika, above all, by changes in food supplies and the satisfaction of their vital needs." There is far more popular support for the other key plans which the Soviet leader is pushing most energetically, including the country-wide introduction of "contract leasing" of farmland by individuals and co-operatives, and a very rapid growth of co-operative enterprises both in light manufacturing and service industries, and decentralisation of decision-making to individual enterprises. Price reform was the issue which Mr Gorbachev tackled head-on in his speech, and yet it is the one where he is seeking to do what many economists regard as physically impossible: to raise the very low prices of basic goods, and yet to do so without any effect on living standards. "Without a pricing reform we shall not be able to create normal relations in the economy," he said, citing as examples the wasteful use of energy, failure to stimulate investment in new technology, and the soaring state budget deficit caused by subsidies to loss-making enterprises. Then he launched a broadside against the growing murmuring in the party and the press that economic reform can somehow be carried out without real price increases. "Pricing reform cannot fail to affect retail prices," he said. "Today, the retail price of many food products, notably that of meat and milk, is considerably lower than the actual cost of producing them. The state is compelled to cover this difference. That is not a normal situation. It undermines the incentives for producing these products and gives rise to a wasteful attitude, especially towards bread." "We know all this perfectly well, comrades. It is absolutely necessary, therefore, to resolve this problem no matter how difficult it may be and no matter what doubts and fears it may create, at first glance." Then he made his proposal: that all the money spent by the state on price subsidies should be "handed over in full to the population as compensation." Mr Alexander Yakovlev, key member of the politburo responsible for party propaganda, refused to be drawn on how that might work - whether through wage increases paid through enterprises, or as some form of government grant. Moreover it is not clear whether Mr Gorbachev meant that the state would make a once-only compensation for price increases, or continue to do so for an indefinite period. What is clear is that the whole issue is being agonised over within the government, and a national debate has been promised before the price reform is introduced - by the time of the next five-year plan in 1990. Far more popular was the party leader's condemnation of the excessive use of "state orders" to maintain central control over the production of individual factories - and his promise that a government decision to restrict the use of such orders will soon be issued. "What is most intolerable is that enterprises are being compelled by means of state orders to manufacture goods which are not in demand," he said. "This is wholly contrary to the sense of the reform, it amounts to the conservation of management methods that have driven our economy into a dead-end."

The delegates: who they are

NEARLY two thirds of the delegates are elected members of party bodies and among them are 827 general secretaries of republican, regional and local parties. The committee examining the credentials of the 5,000 delegates said almost a third were industrial and one sixth farm workers. A quarter are women. Among the delegates, all of whom were approved, were scientists, writers, artists and managers of state enterprises or farms. There were also 43 journalists, elected in recognition, Tass said, of the role of the press in promoting Mr Gorbachev's reforms. The conference is said to have asked the committee to look into allegations in Ogonyok magazine that some delegates from Uzbekistan were under investigation for corruption. The head of the Uzbek delegation said he was unaware of any wrongdoing.

Party chiefs call for ministry to handle nationalist conflict

BY QUENTIN PEEL

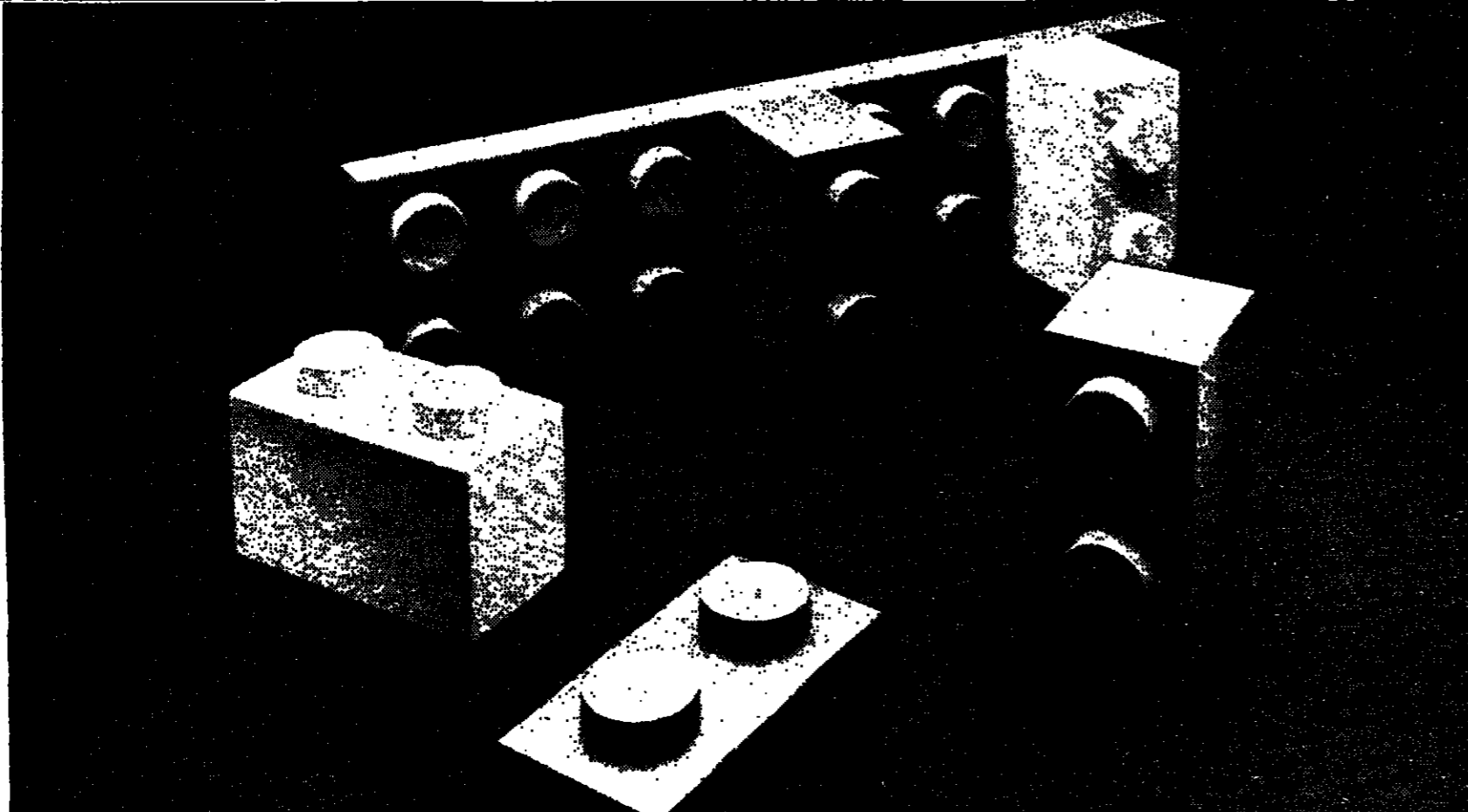
THE SOVIET Union should establish a ministry to deal with its increasingly tense inter-ethnic relations, and change the constitution to the provision for more national autonomy, the conference was told yesterday. The proposals were made by three party leaders in republics facing an upsurge in nationalist sentiment - Armenia, Azerbaijan, and the Baltic republic of Latvia. However there was no overt support for the boundary change demanded by Armenians for the mountain enclave of Nagorno-Karabakh, in Azerbaijan, which wants to join neighbouring Armenia - a move ruled out by Mr Gorbachev. There was confirmation that the situation in the enclave remains tense as it does in Armenia itself. Mr Suren Arutunyan, the Armenian party leader said: "We have not yet managed to normalise the situation in the republic. It continues to remain tense. It is now urgently necessary to elaborate new political thinking on the nationalist issue." The two new leaders of Armenia and Azerbaijan, appointed only weeks ago when the old leaders were unceremoniously dismissed, pledged their determination to resolve the rivalry between their two republics, in spite of recent decisions in which they have taken opposite sides. Mr Abdurakhman Vezirov, the party leader in Azerbaijan, blamed the failure of the ruling party in the "years of stagnation" for the revolt in Nagorno-Karabakh, where a month-long general strike has paralysed economic activity, caused food rationing, and brought vigilante groups onto the streets. It is not clear whether an attempt to call off the strike this week has succeeded. Mr Vezirov said there was a need for constitutional change, and a new national body such as a ministry, to mediate in such disputes. The proposal was said by Mr Yuri Sklyarov, the party propaganda chief reporting the conference debate, to have been supported both by Mr Arutunyan and Mr Boris Pugo, party chief in Latvia. Both Mr Vezirov and Mr Arutunyan blamed the resurgence of nationalism on economic failure - the poor conditions which persisted throughout the Brezhnev years, they said - and arrogant party handling of the Nagorno-Karabakh demands, simmering since the enclave was made part of Azerbaijan in 1923. "It would be sacrilegious to say perestroika and glasnost are to blame," Mr Arutunyan was reported to have said. As for Mr Pugo, whose party organisation is facing a strong nationalist movement seeking more independence from Moscow, he rejected outright nationalism, but pleaded for more budgetary authority, and cultural independence, to be granted by the capital. A major theme in Mr Gorbachev's conference address was the need for more devolution of economic and political power from Moscow, which could go some way towards meeting nationalist demands, although it cannot resolve the clash between Armenia and Azerbaijan. But the party leaders there said it was important that the debate between their republics could now be conducted in the open.

Overhaul of Soviet legal system regarded as a party key issue

BY CHARLES HODGSON IN MOSCOW

PLANS for a radical overhaul of the Soviet legal system to ensure independence of the judiciary and strict presumption of innocence for suspects form one of the key issues to be decided at this week's extraordinary Communist Party conference. The proposals, outlined by Mr Mikhail Gorbachev in his keynote speech to delegates, also call for better training and pay for lawyers and concentration by the police on crime prevention and maintaining law and order, rather than investigation. Mr Gorbachev said that the introduction of his economic and social reform programme had "thrown into bold relief the conservatism of our legal system". Many legal instruments currently in force hindered social development. Many of the proposals put forward by the Soviet leader have been under public discussion for some months. The criminal code has been amended to give citizens right of redress against unlawful actions by officials. Further legislation extending the right of appeal to official bodies as well as individual bureaucrats, and covering press and information, freedom of conscience and religious association are under consideration. The new reforms, for which Mr Gorbachev is now seeking party approval, should cover a range of legal standards, particularly those dealing with socialist ownership, planning, economic and labour relations and fiscal and pension rights. "In renewing our legislation we should unwaveringly observe the principle that everything not prohibited by law is allowed," he said. One of the main obstacles discouraging people from taking up new opportunities opened by Mr Gorbachev's reforms, particularly in starting up co-operative or individual businesses has been the difficulty of obtaining "No government or party body or individual is above the law" approval from the authorities. Applicants have been turned down in certain sectors not specifically mentioned in the new legislation. Stiffer penalties should be imposed for contempt of court and interfering with the course of justice, and prejudice and bias against defendants should be ruled out by strict observance of the principle of "innocent until proven guilty", Mr Gorbachev said. The state prosecutor's office, which has tended to conduct preliminary investigations, should revert to its intended role of supervising the interpretation and application of the law by judges. Criminal investigations should mostly be carried out by the Interior Ministry investigation service, leaving the police, or militia, to concentrate on crime prevention. A special programme for training lawyers and legal experts was required, Mr Gorbachev said, particularly as under new self-management rules in industry, enterprises and government ministries were increasingly operating on a contractual basis in links with

each other. On the wider issue of civil rights, Mr Gorbachev said that his proposals for decentralising decision-making to regional, local and district elected bodies and holding multi-candidate elections by secret ballots should ensure that citizens played a greater role in the nation's political life. "We cannot accept a stilted attitude on the job, poor discipline at work, inertness and sponging on society," Mr Gorbachev also called for freer expression of public opinion. Freedom of opinion was "a real guarantee that any problem of public interest will be discussed". He said: "There is no need to fear the novel, unconventional character of some opinions: these are no need to overreact and lapse into extremes at every turn of the debate."

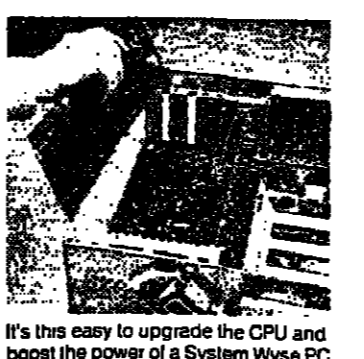


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Emissions rule may raise car prices

BY TIM DICKSON IN BRUSSELS

THE PRICE of some new cars is expected to rise 4.5 per cent after a decision yesterday by European Community Environment Ministers to halve exhaust emissions by the early 1990s.

The surprise agreement to endorse the European Commission's original proposal puts into place the second stage of the Community's programme for cleaning up small cars (less than 1.4 litres) and follows last year's accord on emission standards for large and medium-sized vehicles.

It also completes a notable six months for the EC Environment Council, in which new rules have been set for sulphur dioxide from large combustion plants, the Montreal Agreement on action to reduce the production of chlorofluorocarbons (CFCs) has been ratified, the Geneva directive against accident hazards has been tightened up, and new limits

have been set for dangerous substances in water.

Yesterday's so-called "common position" by Environment Ministers on small cars was only reached after an ill-tempered meeting in Luxembourg was prolonged by the persevering EC Environment Commissioner, Mr Stanley Clinton Davis.

The problem was to find a way through the "blocking minority" of Denmark, the Netherlands, West Germany, and Greece, most of whom wanted to hold out for tougher standards.

In the end, Dr Klaus Topfer, the West German Environment Minister who was also chairman of the meeting, agreed to compromise, provided the door for stricter amendments was kept open.

Under yesterday's deal, cars below 1.4 litres will have to meet

emission standards of 8 grammes per test cycle for a combination of nitrogen oxides and hydrocarbons and 30 grammes per test for carbon monoxide by 1992 in the case of new models (and by 1993 in the case of all new vehicles).

This compares with the "first stage" (to be implemented by 1990/91) of 15 grammes and 45 grammes respectively, with a specific limit of 6 grammes for nitrogen oxides.

The final agreement yesterday was a compromise between those countries such as Britain and France with large motor manufacturing plants which had earlier been holding out for 12 grammes of hydrocarbon and nitrogen oxide, and the hard-liners pushing for 5 grammes.

Mr Ed Nippels, the Dutch Environment Minister, argued for the stricter norm.

Experts say that modern engine technology is sufficient to meet the new standards, but some car makers may be prompted to introduce the catalytic converter.

Yesterday's environment council was unable to agree a declaration on the export of toxic wastes, after a Dutch demand that the Community should ban exports to certain developing countries proved unacceptable to the UK.

The UK's position is that this is a legitimate business, provided it is carefully controlled and the importing country has given its consent.

Ministers effectively encouraged the Commission to continue negotiations under the UN Environment Programme for conclusion of an international convention on toxic wastes.

Bundesbank still seen likely to raise rate

By Andrew Fisher in Frankfurt

THE CONVICTION strengthened in financial markets yesterday that the Bundesbank would raise the West German discount rate at today's council meeting, despite remarks by one of its top officials saying such a move was not a foregone conclusion.

The general expectation is for a rise to 3 per cent from the 2.5 per cent at which the rate has stood since last December.

In anticipation of an increase - some dealers expect an increase to 3.5 per cent - call money rates yesterday inched above the 4.5 per cent Lombard emergency funding rate.

Markets were temporarily confused by the comments of Mr Claus Kessler, a member of the Bundesbank directorate, in a radio interview that a decision to raise the discount rate could not be predetermined and depended on various factors such as exchange rates.

He later said his comments had not been intended to indicate that the Bundesbank would not put up the rate; the decision was still open.



President Mitterrand calls an end to the photo session of the new French Government

France boosts minimum wage

BY GEORGE GRAHAM IN PARIS

THE remodelled government of Mr Michel Rocard has taken one of its first measures with a modest 1 per cent boost to the French minimum wage.

The minimum wage, or Smic, will rise by 28 centimes to FFfr 28.76 an hour or FFfr 4,860.44 (\$462) a month.

The 1 per cent increase announced yesterday is mostly made up of 0.6 per cent of automatic indexation, but the government has added an extra bonus for the first time since 1984.

Around 1.5m people, mostly women, are affected by the Smic, which has only kept pace with other salaries in the past two years after gaining ground under the socialist governments between 1981 and 1985.

Mr Rocard said yesterday that the increase was necessary to maintain the purchasing power of the lowest paid.

"It would not have been conceivable for a country like France to pursue its development with a fair sharing, nor for our economic growth to be achieved at the expense of the worst paid employees," he said.

The Prime Minister added that no company manager could complain that the small increase accorded was a sign of "laxism".

The Confederation Nationale du Patronat Francais, the employers' federation, has complained about the repeated revaluations of the Smic, and has asked for a move to a single

annual review.

The Communist CGT trade union, on the other hand, demands a Smic of FFfr 6,000.

France's foreign trade deficit shrank in May to FFfr 1.4bn (\$134m) after seasonal adjustments, the trade ministry announced yesterday.

The May figure, a quarter the size of the shortfall in May 1987, takes France's commercial trade deficit for the first five months of this year to FFfr 5bn after seasonal adjustments, compared with FFfr 15.5bn in the same period of 1987.

Exports rose by 3.4 per cent from the previous month to FFfr 81.9bn while imports rose only 2.3 per cent to FFfr 83.4bn.

Britain fears aerospace plans could irk US

BY WILLIAM DAWKINS IN LUXEMBOURG

EUROPEAN Community Research Ministers yesterday gave a cool response to outline plans to subsidise aerospace technology. Britain fears the plans might annoy the US, while Ireland is concerned that its neutrality could be compromised.

Paris and Bonn also expressed varying degrees of reservation.

The ministers did, however, give the go-ahead for trans-frontier research ventures worth Ecu 1.76bn (\$1.1bn) over the next four years.

They sank their differences over the allocation of Ecu 735m for research into thermonuclear fusion, potentially cleaner and cheaper than conventional nuclear fission. The differences

had threatened to hold up work at a joint European scientific centre in the UK.

Britain scaled back its earlier demands that a large portion of the cash be held back until after 1992.

However, reservations were expressed over a European Commission plan to spend Ecu 50m over the two years on cross-border research into high-technology aeronautical materials and engines.

Mr Alan Clark, UK Industry Minister, said the scheme appeared like "science fiction" and that the Commission should make better use of existing research projects rather than dreaming up new ones.

Brussels aims to follow the test phase with a much larger five-year programme worth Ecu 500m-1bn, and sees it as an attempt to compensate EC civil aircraft makers for the huge defence spin-offs available to their US counterparts.

Ireland fears the scheme might compromise its neutrality because of the spin-offs it could provide for military aeronautics.

"If the Commission wants to get involved in these areas, it should be more aware of people's sensitivities," said an official.

Britain, meanwhile, is worried that the plan might look to the US like a new subsidy to Airbus and so re-open the lingering transatlantic row over aid for the

four-nation consortium, just as that dispute seemed to be settling.

The technology projects accepted yesterday include Ecu 700m for the Community's much-criticised Joint Research Centres, which specialise in nuclear safety and environmental studies. The four centres are to undertake more outside research and improve their management under yesterday's accord.

Ministers also approved projects to apply information technology to learning methods, to promote computerised road traffic control, boost EC work on biotechnology, and to encourage more cross-border co-operation between research scientists.

Stop-gap powers on farm prices

THE EUROPEAN Community's executive commission said yesterday it would assume stop-gap emergency powers to fix certain farm prices until Greek objections to a new package are settled, Reuter reports from Brussels.

An official said regulations would be published tomorrow and would apply for a month, principally on cereals and beef.

The official said the Commission aimed "to ensure the smooth functioning of the markets" in the absence of a package deal setting guaranteed prices in 1988-89 for the Community's 10m farmers.

Greece contended in talks this week that a proposed package did not do enough to help its farmers, among the EC's poorest.

Kohl faces inquiry over submarines

BY DAVID GOODHART IN BONN

MR HELMUT KOHL, the West German Chancellor, faces a possible public inquiry into allegations that he lied to a parliamentary committee.

Mr Otto Schily, the lawyer and prominent Green MP, yesterday lodged a formal request for an inquiry with the public prosecutor's office. The charge is that Mr Kohl knew in the summer of 1984 of plans by a state-owned German shipbuilder to provide the South African Government with help in the construction of submarines. Last year he told a

Bundestag committee investigating the deal - in breach of German law and a UN embargo - that he did not hear about it until 1985.

It seems unlikely that Mr Schily has gathered enough evidence to persuade the public prosecutor of the case for an inquiry and this is unlikely to turn into a German inquest or Westland affair. However yesterday Mr Kohl's office was taking the challenge seriously enough to issue a strong denial.

Mr Schily has tried unsuccessfully

twice before to force Mr Kohl to face inquiries, and it seems likely that publicity is the main advantage of trying again. But Mr Schily is a respected lawyer who played a key role over the Flick scandal.

He claims that new evidence in the submarine case has come from the photocopy of a letter sent to the Chancellor by Mr Franz-Josef Strauss, the Bavarian Prime Minister, which was found by members of the new Social Democrat Schleswig-Holstein government.

Community divided over funding for Eureka projects

BY WILLIAM DAWKINS

PLANS FOR the European Community to help out cash-starved international research projects in Eureka, the main European rival to its own technology programme, yesterday opened up divisions between EC governments.

A meeting of the EC's 12 research ministers was unable to decide on European Commission proposals to earmark cash and technical help to boost links with Eureka, the French-inspired collaborative research effort.

Eureka was launched three years ago by 17 European Gov-

ernments as a response to the US Star Wars initiative, but is now short of cash and producing fewer results than expected, say Commission officials.

Britain, Ireland, the Netherlands and the southern member states were yesterday cautious over extending already stretched Commission research cash for Eureka projects that - despite their problems - are designed to be much nearer to producing marketable products than is the case with their strictly early stage EC counterparts. "We

would want to see a clear distinction maintained," said an Irish official.

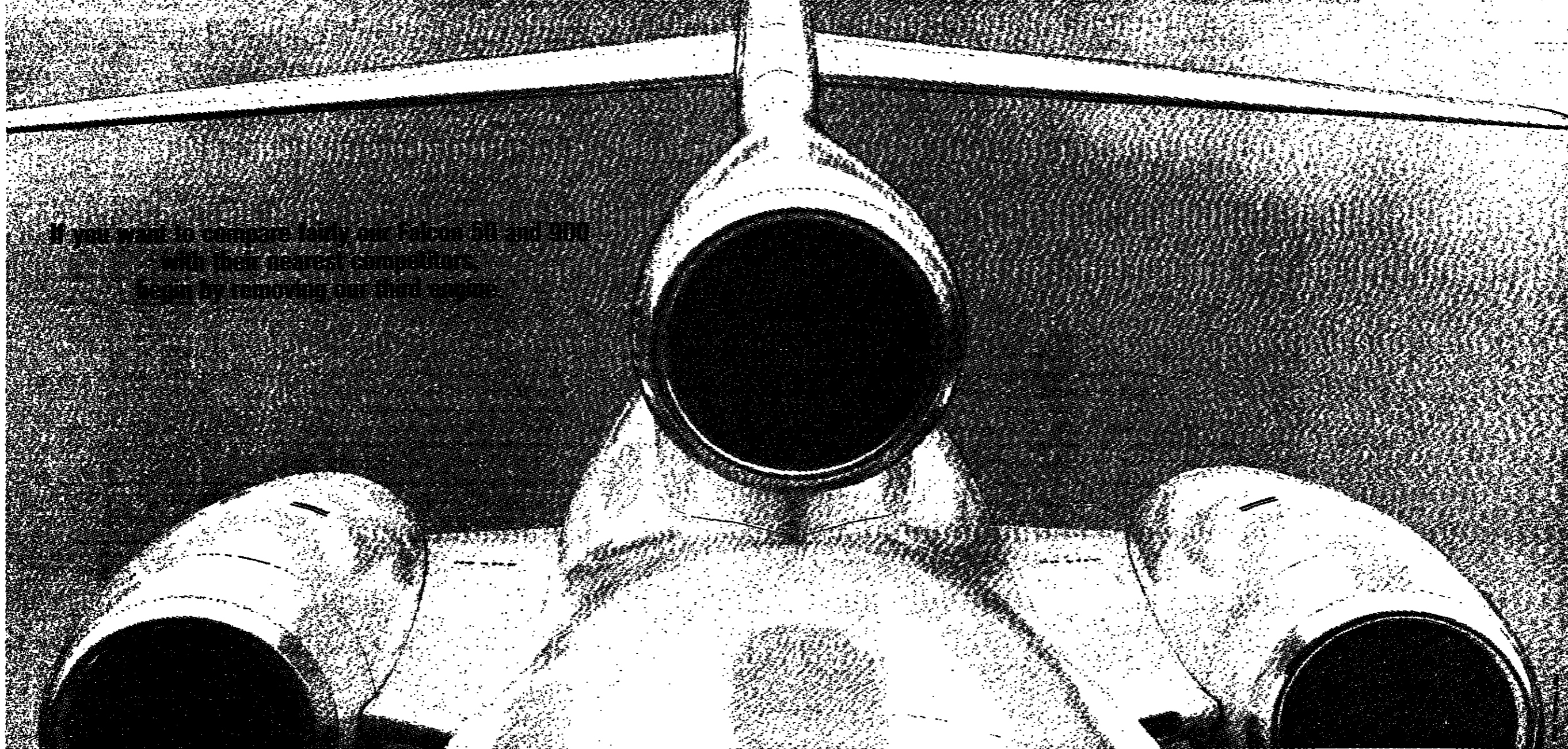
West Germany and France - the main protagonists in Eureka - and Denmark were keen to help on the grounds that both programmes cover similar areas like information technology, telecommunications and industrial automation.

It emerged yesterday that the Commission itself is split, between Mr Jacques Delors, its President, who wants to build close links between EC and

Eureka projects, and a more cautious Mr Karl-Heinz Narjes, the Industry Commissioner.

"We don't want to get involved in the grey area too near the market", said Mr Narjes.

Eureka has so far attracted Ecu 4bn (\$2.64bn) in public and private contributions since its formation in 1985. That compares with the EC's own Ecu 5.2bn research budget - much of which is topped up by a 50 per cent contribution from the industrial beneficiaries - for the next four years.



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Business takes off with Falcon

EUROPEAN NEWS

GROWING TENSION OVER FATE OF MINORITY IN TRANSYLVANIA
Romania's restrictions stir conflict with Hungary

BY LESLIE COLLITT IN EAST BERLIN



Ceausescu: uneasy task

AT THE heart of the escalating tensions between Hungary and Romania lies Transylvania, a fertile region - now Romanian but formerly Hungarian - which for centuries was a bone of contention between the two nations. Most of the nearly 1.7m ethnic Hungarians in Romania, Europe's largest minority, live in the central plateau of Transylvania. Symbolically ringed by tall mountains separating it from the rest of Romania and Hungary, Transylvania has emotional significance for both countries. Romanians call it Ardeal. They maintain that it was part of ancient Dacia conquered by the Romans. The Hungarians call it Erdely, and have long considered the region as a cradle of Hungarian culture. It became part of the kingdom of Hungary in 1083. Romania's autocratic leader, Mr Nicolae Ceausescu, is determined to assimilate the large Hungarian minority into the Romanian population. Last month he forbade Hungarian language publications in Romania to use the ancient Hungarian names of Transylvanian cities. By tightening cultural restrictions on the ethnic Hungarians, Mr Ceausescu prompted massive criticism in both Hungary and the West, where Romania is now regarded as Europe's foremost violator of minority rights. The tragedy of the ethnic Hungarians, who make up nearly 7 per cent of the total Romanian population, is that by forcing

again being worked up by the Hungarian leadership. But Hungarians have been chastened by their experience in the Second World War when Adolf Hitler gave them Transylvania to hold - for a brief five years. They realised the land of their fathers less than 200km from Hungary's eastern border cannot be regained. Nevertheless, the Hungarian Consulate in the Transylvanian city of Cluj-Napoca, which has just been ordered closed down by Romania, continued to use the city's Hungarian name, Kolozsvár, when stamping visas into passports. Visitors to Cluj-Napoca find themselves transported into a Hungary of the past. The city's many Hungarian Catholic and Calvinist churches are packed with worshippers while the Romanian Orthodox Cathedral stands nearby deserted. The city even has a Hungarian opera house along with a Romanian one. Remarkably, ethnic Hungarians in Transylvania, many of whom are farmers, also make up a considerable part of the professional class. Romanians elsewhere in the country, who endure the worst austerity in Eastern Europe, envy the Transylvanian Hungarians for their higher standard of living. But this was not enough to stop more than 10,000 ethnic Hungarians from leaving Romania this year and seeking asylum in Hungary for political and economic reasons. Delegates at last month's national party conference criticised the ruling Central Committee and demanded replacement of those who have led the country into its worst crisis in history. Yugoslavia has been grappling with a \$21bn foreign debt and unsuccessful attempts to chop off its 170 per cent inflation. Growing labour unrest is seriously threatening Communist rule in the country. "Courageous changes, without

Group says it killed US attaché in Greece

By Adriana Iordacheanu

A TERRORIST group with a thirteen year record of killings of Americans and Greeks, has claimed responsibility for the assassination on Tuesday of the US defense and naval attaché in Athens. The attaché was killed driving to work, when a parked car rigged with explosives blew up alongside his own. In a manifesto delivered to the mass circulation Athens daily Echos the November 17 group said the killing was intended to protest the US role in Turkey's 14 year occupation of part of Cyprus as well as what it considers to be an unacceptable conciliatory Greek government policy towards Turkey. Greeks blame the US for tolerating the 1967-1974 junta, whose short-lived coup in Cyprus in 1974 led to the Turkish invasion and occupation of part of the island republic. The key question haunting the Greek authorities one day after the killing was how November 17 had been able to stage undetected a sophisticated car-bomb operation within a stone's throw of the US attaché's guarded residence.

Italy debates F-16 transfer

THE Italian parliament yesterday began debating relocation in Italy of US F-16 fighter-bombers from Spain in face of fierce opposition from left-wing opposition parties. Reuter reports from Rome. Italy's five-party governing coalition, which has a clear parliamentary majority, approved the transfer of the 72 NATO aircraft earlier this month but the decision resists with parliament. The vote is expected today. Parliamentary sources said the vote was a foregone conclusion since the coalition was firm on the issue.

Gonzalez heads for clash with Spanish courts

BY PETER BRUCE IN MADRID

THE SPANISH Government was yesterday heading for a confrontation with the judiciary after the Director General of police, under orders from the Interior Minister, refused to tell a Central Court judge in Madrid whether a secret Interior Ministry fund had been used to finance clandestine operations against the Basque terrorist organisation, Eta. The decision to turn down a request for information, announced by Mr Jose Barrionuevo, Interior Minister, on Tuesday, drew sharp fire from the judge and the normally sympathetic national newspaper, El Pais, which called it "a new act of disobedience by the executive towards the judiciary". The case revolves around the activities of a shadowy organisation called the Grupos Antiterroristas de Liberación (GAL), which has carried out bombings and shootings against Spanish Basque exiles, mainly in France. The French Government has recently asked for the extradition of a senior Basque policeman, Superintendent Jose Amedo, on charges of organising the attacks. Mr Amedo, named as the brains behind GAL by a number of members caught by the Spanish, French and Belgians, claims he is being framed by lawyers. The Madrid judge, Mr Baltasar Garzon, had asked the Government how Mr Amedo managed, on an official salary of Pta 150,000 a month, to spend Pta 16m in the past few years. Both Mr Amedo and his father have claimed the money was inherited. GAL is thought to have killed 23 people, and the first important arrests were made after an attack on a bar in Bayonne, France, in 1986. El Pais claimed the instruction not to answer questions about the secret fund had come from Prime Minister Felipe Gonzalez. Mr Gonzalez' socialist Government, and Mr Barrionuevo in particular, have come under fire this year for failing, apparently, to make any progress towards stop-

ping the war with the Basque separatists. Talks with Eta leaders exiled in Algeria do not seem to have made much headway, and Eta activists have continued to kill people. A senior Spanish property developer, Mr Emiliano Revilla, was kidnapped 125 days ago and has still not been found. Police have angered residents in Madrid's suburbs by staging large-scale searches. Mr Gonzalez is in a difficult position. If the Interior Ministry has been funding GAL's secret and illegal war on Eta, Madrid risks alienating France, on which it has relied for help in containing the Basque threat in the past three years. The French were instrumental in major arrests of Eta members last year. The issue also threatens to cloud Franco-Hispano relations generally. Madrid takes over the European Community presidency next January and is supposed from now to be working together with Paris on a wide range of policy issues, as the French will succeed the Spanish presidency. In addition to the French request for extradition, Interpol has also put out a warrant for Mr Amedo's arrest. The Portuguese Government is also investigating allegations that the superintendent recruited GAL mercenaries in Lisbon. The Interior Minister, while admitting the existence of the secret fund, has told the court in writing that it is not possible to trace the movements of cash from the fund and that no one in particular is responsible for overseeing it. The ministry claims the judge's call for details about the use of the funds cannot be legally justified. A Basque separatist guerrilla jumped to his death from an apartment building when cornered by police yesterday, Basque provincial government officials said. Reuter reports from Madrid. Miguel Arrastua Aguirre, 28, jumped 30 ft and died in hospital in nearby San Sebastian.

Moscow admits violations by subs

By Sara Webb, Stockholm Correspondent

A SOVIET government official has admitted that Soviet submarines were used for reconnaissance purposes in Swedish waters during the 1980s, confirming what the Swedish Defence Ministry has long alleged but has been unable to prove conclusively. In an interview with Affonsblad, the Swedish union-controlled evening paper, the unnamed official said Soviet submarines were used to gather information about the Swedish coastline and sea bed in the Baltic and Gulf of Bothnia because of doubts over whether Sweden would remain neutral in event of another war. "We suspected that Sweden would be forced into Nato or Nato's strategy" in the event of East-West conflict, he said. It was therefore necessary to obtain information about Swedish waters well in advance. These violations of Swedish waters occurred up to 1985 when Mr Gorbachev came to power, the official told Affonsblad. He said no further violations had taken place. But according to Swedish defence staff, foreign submarines have operated in Swedish waters throughout the 1980s.

Anthony McDermott explains why Norway has started to cut down on defence
Thinner line on Nato's northern flank

THE NORWEGIAN government this month agreed a five-year defence plan markedly different from previous policies of Nato's northernmost member. The NKR 101bn (\$2.9bn) plan, for 1989 to 1993, cuts the rate of growth in defence expenditure from about 3.5 per cent a year during the previous five years to 2 per cent a year or less. This follows the fall in oil prices, with Norway's earnings from oil exports down from a peak of Nkr 89 bn in 1985 to Nkr 50 bn expected this year. There is some loss of face in this reduction of the defence growth rate. Norway and Turkey are the only Nato countries to share a border with the Soviet Union. Norway's is 120 miles long and it regards itself as in the frontline. It has been, hitherto, one of the few members of Nato to fulfil its commitment to increases of 3 per cent a year. Second, there has been a realignment of strategic priorities between the defence of the north and south of the country. This involves greater emphasis on the latter and closer co-operation with West Germany. This does not mean a lessening of alertness in the north. On the Kola peninsula, the Soviet Union has amassed a formidable array of sea, air and land forces. It has, for example, 11 air bases there and provides facilities for two-thirds of its ballistic submarine force. If Soviet forces were to attack, according to the calculations of commanders in the north of Nor-

way, they would either sweep round the north to choke off submarine and shipping lanes and/or make a land and air drive across the north of Sweden and Finland. (In the south, an attack would involve moving out of the Baltic Sea, past Denmark to head towards south Norway and the North Sea). Norway is a large and long country. Its land area is as big as that of West Germany, the Netherlands and Denmark put together, but it has a population of only 4.2m. The point is often made that were the North Cape swung round it would end up in Rome. It has a standing army of 27,500 (to be reduced, under the plan, to 26,150). But with full and swift mobilisation, about 320,000 men can be under arms. The plan, which is to be debated by the Storting (parliament) in the spring, is not just about making cuts. Rather it aims at rationalising existing resources. Expenditure on equipment, which totalled Nkr 26bn in the 1984-88 plan, will rise to about Nkr 27bn over the next five year period. Nato's northern flank depends, thus, under normal circumstances on a thin but determined line. Norway's forces in the north

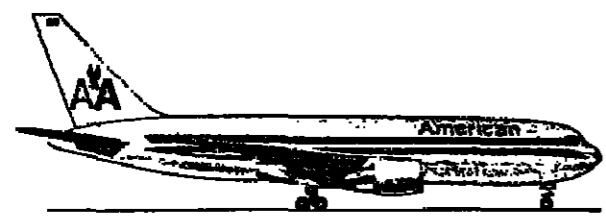
are dedicated to a holding operation in the frozen and thinly-populated three northern provinces, marked by mountains and fjords, until help comes from elsewhere. The most immediate source would be Norwegian forces from the south and the mobilisation of reserves. In the last 18 months the navy has been mobilised twice on a war footing and last autumn a brigade was without warning ordered to move to the north. The second source would be Nato allies, chiefly the US, but with backing mainly from Britain, the Netherlands and West Germany. The efficiency with which this back-up system works has depended on lessons learned from frequent joint manoeuvres in this harsh environment. Manoeuvres they must be, for Norway forbids the permanent stationing of for-

sign troops in peacetime. But after noisy internal debate, the pre-stocking of equipment has gone ahead. Norway's commitment to Nato, given its shared border with the Soviet Union, has raised additional questions. Its policy has been called one of "deterrence and reassurance". In the former case, it wants to make plain to the Soviet Union that any attack would be fiercely resisted. But it also aims to reassure the Soviet Union that it has no intention of becoming a springboard for an attack. Thus it does not permit allied exercises in the northernmost province of Finnmark. Nuclear weapons are forbidden on its soil. Oslo vetoed the stationing of US F-16s capable of carrying nuclear weapons. But while the emphasis on northern defence remains paramount, there has been growing concern about the fate of the south in the event of a thrust by Warsaw Pact countries through what has been wryly called "the central flank" of Europe. This concern has been deepened by doubts about the solidity of Denmark's commitment to Nato, in spite of the installation of Mr Poul Schutter's government this month. As a result, Norway, bounded by the Soviet Union

and Finland and Sweden - neutral of varying hues - feels itself to be more than ever an isolated Nato island. This has produced a notable shift in alliances. The link with the US remains fundamental. But the emphasis has moved away from Britain and the Netherlands towards increasing closeness to West Germany. This new alliance has the logic of geography and greater dependability. Norway is looking to West Germany to provide the replacement for a Canadian support brigade. Subject to parliamentary approval and a row not re-erupting between Mr Johan Joergen Holst, the Defence Minister, and his Chief of Defence, General Vigleik Elde, who fought to preserve the 3 per cent growth rate, it remains to be seen whether comparatively reduced funds can cope with new purchases, speed-up mobilisation procedures and a change in balance in north-south strategic perspectives. For, with this latter aspect in mind, one senior commander in the north remarked that "Norway's forces cannot be in two places at once - even in their own country." Additional research by Karen Fossli in Oslo

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Girobank

Girobank announces that with effect from close of business on 28 June 1988 its Base Rate was increased from 9% to 9.5% per annum.

Girobank plc 10 Milk Street LONDON EC2V 8JH

THE LONG-TERM CREDIT BANK OF JAPAN, LIMITED

has acquired

GREENWICH CAPITAL MARKETS, INC.

We initiated this transaction, acted as advisor to The Long-Term Credit Bank of Japan, Limited and assisted in the negotiations.



MERCHANT BANKERS
New York Washington San Francisco

June 22, 1988.

AMERICAN NEWS

Argentina to resume payments to US banks

By Stephen Fidler, Euromarkets Correspondent
ARGENTINA is expected to resume interest payments to international banks this week in a move which will allow banks in the US to avoid a downgrading of their loans to the country.

Court ruling clears way for prosecution of North

THE US Supreme Court yesterday dealt a major defeat to the Reagan Administration by upholding the independent special prosecutor law inspired by the Watergate scandal and invoked in the Iran-Contra criminal conspiracy case.

Stewart Fleming on the Massachusetts record of Governor Dukakis

Republicans sharpen taxation barbs

ONE week ago today, Governor Michael Dukakis of Massachusetts, the certain Democratic candidate for President, turned to what he himself describes as a "last resort". He approved an increase in taxes to try to balance the prospective \$200m deficit in the state's \$12bn budget.

US indicators confirm trend to slower growth

THE US Government's main economic forecasting gauge, the composite index of leading indicators, dipped 0.1 per cent in May but the change was in line with expectations that the economy would slow towards the end of the year.

Peruvian banker ejected

IN another chapter of Peru's botched bank nationalisation, Peruvian police forcibly removed the president of the Banco de Comercio, whose door was broken down by a small tank last year, after he had become a worker-owned institution, thus avoiding nationalisation.

Savimbi plea to Congress

MR Jonas Savimbi, the Angolan guerrilla leader, urged Congress to provide more US aid without waiting for the outcome of four-party peace talks between the US, Angola, South Africa and Cuba, writes Lionel Barber in Washington.

Shy Joao plays the same old tune

THE EVENT of the decade in Rio de Janeiro's event-packed musical calendar looks set to be a non-event. Indeed, its very non-occurrence is capturing the headlines.

WORLD TRADE NEWS

Crédit Lyonnais and US group in air lease venture

BY GEORGE GRAHAM IN PARIS
CREDIT Lyonnais, the third largest French bank, and GATX, the US transport and financial group, are to create an aircraft leasing joint venture.

Matra wins Taipei transit contract

BY BOB KING IN TAIPEI
MATRA Transport of France has won a government contract worth \$271m (€150m) to build a medium-capacity transit system in Taipei.

E Germany seeks trade accord with EC

BY DAVID BUCHAN IN BRUSSELS
EAST Germany has told the EC Commission that it would like to negotiate a general trade accord with the Community while maintaining its special trading arrangements with West Germany.

Recovery in the economy could open vast opportunities, John Murray Brown reports

UK keen to keep hold on Indonesian market

"WE JUST have to hang in there," said a British aid official pressed to explain why after all the difficulties over its first soft loan, the UK was extending a second concessional credit to Indonesia.

Philips agrees to set up China circuits operation

PHILIPS, the Dutch electronic group, has agreed to set up a joint venture in China to make integrated circuits for the consumer electronics industry.

Britain in race for Indian rail order

BY JOHN ELLIOTT IN NEW DELHI
A CONSORTIUM of British Rail Engineering and Fiat of Italy is believed to have emerged as the front-runner for a major contract worth over \$200m to supply Indian Railways with technology and components for a new high-speed coach.

Siemens wins Kuwait order

SIEMENS of West Germany has won a Dinar 15m (€30.6m) contract to build three high-voltage power plants in Kuwait, Reuters reports from Kuwait.

GREAT NEWS IF YOU'RE IN THE MARKET FOR A 286 P.C.

Here's a revolutionary thought, but one that comes as no surprise from the 386 brand leader.

Instead of a 286 pc, why not buy a 386 pc?

Or, to be precise, the new Compaq Deskpro 386s.

It's not the extravagance you might think, because it costs about the same as a slower 286 based pc.

The reason?

It's the first personal computer to be powered by Intel's innovative 80386SX microprocessor, which, at last, makes this kind of technology an affordable alternative to pcs based on a 286. Some would say it's technology worth having at any price.



For example it will run current software up to 60% faster than most 10MHz 286 pcs.

A 386 P.C.

It can offer the full benefits of both MS OS/2 and MS DOS allowing you to exploit new software developments as they become available.

It will run 32 bit software - something no 286 based computer can do.

And it's all wrapped up in a new slimline design.

For a little more than the price of a top of the range 286, the price is pretty slimline too.

COMPAQ
DESKPRO 386s
WE'LL NEVER CEASE TO AMAZE YOU

LAW

BANK OF IRELAND BASE RATE

Bank of Ireland announces that with effect from close of business on 30 June 1988 its Base Rate is increased from 8.50 % to 9.50% p.a.



Area Office 36 Queen St London EC4R 1BN

U.S. \$500,000,000 The Republic of Italy Floating Rate Notes due 2005

In accordance with the provisions of the Notes, notice is hereby given that for the Interest Period from June 30, 1988 to July 29, 1988, the Notes will carry an Interest Rate of 7 1/4% per annum.

By: The Chase Manhattan Bank, N.A. London Agent Bank

U.S. \$100,000,000 National Bank of Detroit Floating Rate Subordinated Capital Notes due 1996

Notice is hereby given that in respect of the Interest Period from June 30, 1988 to September 30, 1988 the interest rate on these Notes will be U.S. \$204.44 per U.S. \$100,000 Note.

By: The Chase Manhattan Bank, N.A. London, Agent Bank

An ambiguous victory for the small brokerage client

By Leo Herzal and Daniel Harris

THE IDEA that there is an inalienable right to litigate in the courts is deeply imbedded in American society. It is an issue on which the political right and left agree.

Because stock exchange rules already give the customer the right to arbitration after there is a dispute, customers would have no incentive to sign such agreements if the broker could not make it a condition of opening an account.

This is a step in the wrong direction. Litigation in America is usually slow and very expensive. Stock exchange arbitration programmes appear to have worked remarkably well in settling disputes between market participants efficiently.

No matter what the SEC does in July, pre-dispute arbitration agreements for retail brokerage customers appear to be on the way out.

While arbitration awards are not as generous as some jury verdicts, there is no evidence that they are inaccurate or that arbitrators are biased against customers.

Substituting litigation for arbitration would impose significant additional costs on the securities industry. The stock exchanges handle hundreds of thousands of trades every day.

If pre-dispute arbitration agreements become illegal, brokers who do business with small customers will have to pay much more in legal fees, settlements and judgments.

One rationale for the SEC proposal is that customers have sometimes to be dragged screaming and kicking into arbitration.

The two-faced attitude of the brokerage industry on the subject does not make it easy to defend compulsory arbitration clauses.

One reason why SEC Chairman David Ruder favours the proposal is because securities firms are not as insistent on arbitration clauses in contracts with institutional investors.

as threatening to brokers. Because they are larger and more sophisticated, institutional investors are less likely to win large sympathy jury verdicts.

The SEC staff's rationale for the proposal is that the prevalence of arbitration clauses (they are standard for over 90 per cent of the industry) shows that customers are forced to sign.

The precise impact of the SEC proposal is impossible to calculate today.

Leo Herzal and Daniel Harris are partners in the Chicago law office of Mayer, Brown & Platt.

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NOTICE TO THE HOLDERS OF

Sumitomo Chemical Company, Limited (the "Company") Bearer Warrants to subscribe up to ¥30,490,000,000 for shares of common stock of the Company (the "Warrants")

Pursuant to Clause 4 of the Instrument relating to the above Warrants, notice is hereby given as follows:

- 1. On 31st May, 1988, the Board of Directors of the Company resolved to make an issue of new shares of common stock of the Company by way of free distribution to shareholders...

Sumitomo Chemical Company, Limited By: Sumitomo Bank, Limited as Principal Paying, Warrant and Replacement Agent.

Dated: 30th June, 1988

15th October 1988 Redemption

European Economic Community U.S. \$ 25 000 000 17% Bonds Due 15th October 1993

Drawing of Bonds

Notice is hereby given that a drawing of Bonds of the above issue took place on 8th June 1988 attended by Mr. Frank Baden, notary, when 1110 Bonds of U.S. \$ 1000 nominal amount and 164 Bonds of U.S. \$ 10 000 nominal amount for a total of U.S. \$ 2 750 000 principal amount were drawn for redemption at par on 15th October 1988 from which date all interest will cease.

Table with columns of bond numbers for redemption drawing.

Table with columns of bond numbers for redemption drawing (continued).

The above Bonds may be presented for payment of the proceeds of redemption at par on or after 15th October 1988 at the offices of the paying agents named on the coupons in the manner specified in condition 4 of the terms and conditions of the Bonds printed on the reverse of the Bonds.

Lloyds Bank Base Rate.

Lloyds Bank Plc has increased its Base Rate from 9.0 per cent to 9.5 per cent p.a. with effect from Wednesday 29 June 1988.

All facilities (including regulated consumer credit agreements) with a rate of interest linked to Lloyds Bank Base Rate will be varied accordingly.

The change in Base Rate will also be applied from the same date by the United Kingdom branch of The National Bank of New Zealand Limited.



THE THOROUGHRED BANK.

Lloyds Bank Plc, 71 Lombard Street, London EC3P 3BS.

bank leumi (uk) plc

Base Rate Bank Leumi (UK) plc announces that with effect from Wednesday 29th June 1988 its base rate for lending is increased from 9 per cent per annum to 9 1/2 per cent per annum.

bank leumi בנק לאומי

TEST MATCH NEWS SCORE AND SUMMARY OF PLAY FT CITYLINE SPORT 0898-123062

GRANVILLE SPONSORED SECURITIES

Table of sponsored securities with columns: High, Low, Company, Price, Change, div (p), Yld, % P/E.

These Securities are dealt in strictly on a stretched margin basis. Neither Granville & Co nor Granville Davies Ltd are market makers in these securities.

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NOTICE OF COMPLETION OF MERGER

Bearer Warrants to subscribe up to ¥15,470,000,000 for shares of the common stock of MATSUSHITA ELECTRIC TRADING CO., LTD. (Now merged into MATSUSHITA ELECTRIC INDUSTRIAL CO., LTD.)

Reference is made to the Notice Concerning Merger dated 9th February, 1988 published by Matsushita Electric Trading Co., Ltd. ("MET"), a Japanese corporation, with respect to Bearer Warrants to subscribe up to ¥15,470,000,000 for shares of the common stock of MET.

Matsushita Electric Industrial Co., Ltd. Dated: 30th June, 1988

THE PILOT fish leads a precarious existence. Swimming gaily under the shark's nose - a habit which earned it its name as a supposed pathfinder - it thrives on the leftovers from its traveling companion's lunch.

Accidents can happen to the less nimble or the more presumptuous fish, but the relationship is broadly stable, even though ultimately the balance of benefit is tipped generously on the side of the small fry.

A similar connection has developed between the big fish and the titbits of the kitchen appliance industry. The overall market is dominated by leading names which can supply the increasingly concentrated retail business with a full range of white goods from one central buying point. Their heavy advertising budgets which live on consumer interest in all appliances help to create an environment in which smaller companies can prosper.

There are, of course, conditions. The little fish must be careful not to compete head-on; they must keep pace with product and market development - and it is important for them to remember who's buying lunch.

The depleted ranks of the British white goods industry contain several companies which successfully live with these rules, even occasionally bending them.

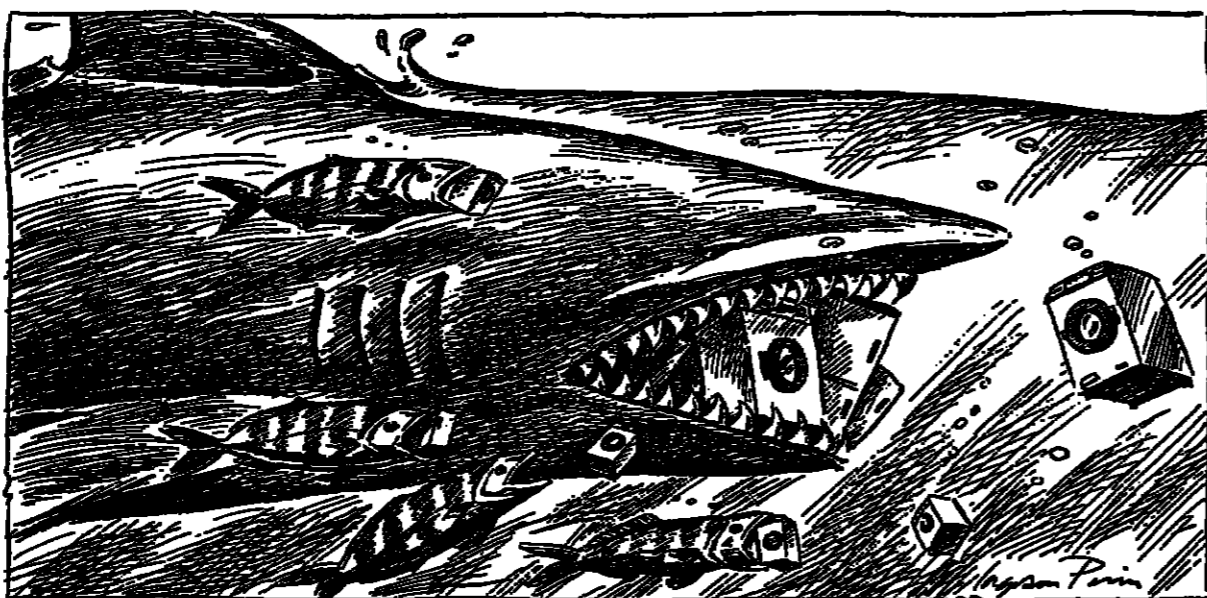
Lec Refrigeration of Bognor Regis on the Sussex coast is a durable example. Its current strength owes much to a bold move in 1980 when all its competitors were shrinking back from recession. Lec put its workforce on full overtime, cut prices and cranked up its share of the refrigerator market from 11 per cent to 24 per cent. This has since fallen to around 19 per cent. But Donald Durrant, joint managing director, says: "We will get a lot of repeat business from those satisfied customers."

The overtime ended in late 1986 and Durrant acknowledges a fresh bout of price-cutting would be "dangerous" for everyone in the business.

The UK market has stabilised recently. Price increases have not been eroded by the rampant price-cutting which characterised the dark days of the 1970s when exporters from all over Europe tried to buy market share. The new order in the market place and the recent improvement in the industry's profitability depend on the discipline of the participants. While Lec makes refrigerators and competes in the market overall with the Electrolux, Zanussi, Philips and Hotpoint brands, it tends to operate within a price band spanning the low to mid-price range, a little below the majors.

Therefore, although Lec does not offer a convenient white goods package offering everything from cookers to washers, it is favoured among retailers because it fits into a specific price segment, increases consumer choice, and because shoppers have considerable faith in the brand.

Lec relies on consistent quality to preserve this brand loyalty. Although there is relatively little to go wrong with a refrigerator, a service call to replace a compressor can cost over £130 and may cost the company a customer for a replacement fridge. "We can't take



How the nimble can fish in competitive waters

Christopher Parkes on the role of smaller players in Britain's white goods industry

comes for replacement.

Perhaps most important in the medium term, the company also has 300,000 contract service customers, whose annual payments currently account for almost 40 per cent of turnover. Apart from the obvious cash flow benefits, these clients give the company a core mailing list which Young plans to put to good use as new products are rolled out.

There are also problems. Worst is an indifferent reputation for quality, which pushed the company into the arms of the receiver in the first place, according to Young.

He was not best pleased by recent consumer magazine and television test reports which marked Servis down in the quality rankings. The tests, he says, were done on machines made before receivership. His indignation is justified to some extent. Servis is the only appliance maker in the country to be certified as having achieved British Standard 5750, the newly-introduced national standard for quality manufacturing systems.

But the test findings give some indication of the ground the company has to make up. Young has started by introducing quality circles, reducing the number of suppliers by 50 per cent and demanding that the rest match BSS750 requirements.

Working retroactively on machines already installed, the company has armed its Servis Homecare engineers with a list of parts which have given

trouble in the past. They are under instructions to check and replace them if necessary on all their calls.

At the same time, the company is working to maintain the goodwill of the multiple chains which dominate the retail trade. The modern chain retailer is interested mainly in rapid sales, high turnover, and no come-backs. It has little time for the costly and bothersome business of service and, consequently, manufacturers with poor quality or reliability records will be squeezed.

Accordingly, much of Servis's promotional budget this year is being spent on assuring the trade of the company's commitment to quality.

Still, there are plenty, apart from Young, who consider Servis a sound investment. At the time of the buy-out his team faced competition from five other bidders, including a Japanese company. Since taking over he has had one offer to relieve him of the company and leave him with a profit.

Had they known about Gooding's sell-off plans, Derek Clew and David Cross might have made the competition stiffer. Almost two years ago they set up their Crosslee tumble dryer company from scratch inside the echoing vastness of the former Philips washing machine factory in Halifax. Following the strategy of its Swedish competitor, Electrolux, the Dutch multinational had decided to centralise its European production, and had chosen the continent as a more promising base.

UK telecommunications Making calls on a great name

Philip Rawstone reports that Mercury's campaign aims to consolidate its advantages

MERCURY COMMUNICATIONS has spent £2m over the past six weeks in advertising its arrival as a realistic alternative to British Telecom - a modest outlay compared with the £500m investment so far in its national fibre-optic network.

But then Mercury has been at pains not to promise more than it can deliver. A corporate push had been ruled out before now on the grounds that it might attract more customers than the company could properly service.

Mercury, however, is coming into profit. It has 20 per cent of international calls, 5 per cent of Britain's business market - its City of London clients include the Stock Exchange, five major clearing banks, all 27 market-makers and five of the six inter-dealer brokers - and 15 per cent of the telex market.

Development has now reached the point where it can compete confidently with BT for long-distance and international calls. More than half the population of England has access to its network. Next month it plans its first challenge to BT's public payphone service.

One of Mercury's great advantages so far has been the scale of dissatisfaction among BT's customers. But that has been offset to a large degree by the lack of public awareness of Mercury as an alternative system, or by doubts about its effectiveness.

The advertising campaign, devised by BMP Business, has been designed to raise its profile; to establish the Mercury brand with its claims of better technology, better service and better prices; and generally place Mercury as a dynamic and efficient newcomer, capable of providing real competition to BT.

The campaign was launched with a 60-second television commercial in six ITV regions - Granada, Thames/LWT, TV South, Central, Yorkshire and Scottish TV. (It is operational now in Glasgow and Edinburgh.) It was supported by double-page advertisements in the national press.

Jonathan Hoare, BMP Business board director, says: "We wanted the business community, in particular, to know that at long last there was a choice in telecommu-

Sometimes even friendly rivals fall out

FINANCIAL ADVISER

17th of June 1988

Mr Roger Anderson
Editor and Publisher
Money Marketing
50 Poland Street
London W1V 4AX

Dear Roger

Last week Money Marketing published a Page 1 article headed "The Leading Choice of Independents". Under this heading, a publishers' statement declared that research by the Business Media Research Committee showed that Money Marketing had "trounced" its nearest rival - in other words Financial Adviser. This is simply not true. Insurance brokers and all other

Money

16th June 1988 75p For the

The leading choice of independents

Disclosure E&L des

Money Marketing is not one of the many other magazines aimed at the independent intermediary, according to an independent survey carried out by the Business Media Research Committee. The survey shows that, in the relevant insurance, banking and finance sector, Money Marketing trounces its nearest rival, with a 60 per cent readership, while Financial Adviser's well-targeted editorial and circulation remains in its position as the

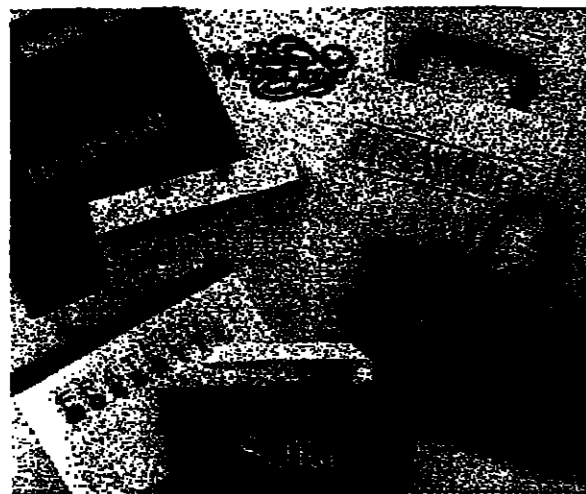
By Paul Durran
Equity & Law was this week forced to pull out of Canada following its decision to sign up tied agents.
General manager Chris Brockton blames the change of strategy on the uncertainty created by the move two months ago to require intermediaries to make full disclosure of commission from January 1990.
But disappointed Canada

tagged," says King, ed reps could end a closure rules just not worse, than independent agents was not particularly affected by the changes.
He says the company there will not be a large increase in the number of intermediaries and tied

The facts are these. Financial advisers and independent intermediaries - including insurance brokers - come under class 83 of the readership survey of the British Media Research Committee. In that key category Financial Adviser was the clear winner, with 28.5 per cent more readers than Money Marketing. By the way we also scored 50 per cent more readers than Investment Adviser and Money Week.

Financial Adviser has the largest circulation of any publication for financial intermediaries, and the highest registered readership - 35,000. Further research - by Research Services Limited - shows that 60 per cent of our readers see no other publication. They find they get what they want from Financial Adviser. It's the quality that counts.

FINANCIAL ADVISER
..the newspaper for professionals.



TFS: helping to increase retail profits

Sales to overseas tourists, worth billions of pounds every year, are highly profitable to retailers, and the VAT refund service provided by TFS for the UK retail trade is warmly welcomed.

TFS invests heavily in promotional activities abroad, often in conjunction with the BTA, designed to attract greater numbers of visitors to Britain. Similar campaigns in this country remind them of our efficient VAT refund service, and direct them to shops and stores in which it is available.

The TFS service is completely free of charge to retailers, and has shown itself able to increase profitable export sales. There are individual documented examples among our clients who have recorded increases in VAT refundable sales of typically 20 - 25%, and in at least one case 100%, after introducing the TFS system.

For further information on how tax free shopping benefits the UK retail trade, call us on (01) 785 3277, fax us on (01) 785 7410, or write to Lara Willinger, Tourist Tax Free Shopping Limited, Europa House, 265 Upper Richmond Road, London SW15 6TQ.



Tourist Tax Free Shopping
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TECHNOLOGY

Research format passes test

Clive Cookson on a project that encourages industrial/academic co-operation

A GOVERNMENT sponsored assessment of the UK's first research programme where both university and company involvement are required, called the Joint Opto-Electronics Research Scheme (JOERS), has shown it to be a good model.

JOERS was set up in 1982 to encourage industrial/academic partnerships in opto-electronic research - a fast-moving field which includes optical computing, fibre optics and liquid crystal displays. The scheme is now finished and most of the JOERS projects are in their final stages.

The assessment, carried out for the Department of Trade and Industry by the consulting group PA Technology, concluded that JOERS "has been highly successful in advancing the UK's position in opto-electronics."

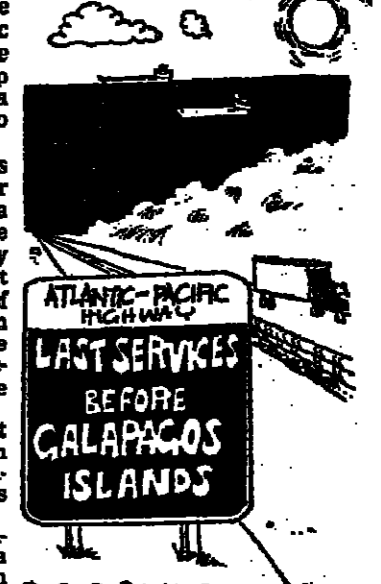
JOERS: it was not a detailed "technology audit". Total expenditure on JOERS was £38m. The DTI pays 50 per cent of the companies' costs and the SERC pays all the Science and Engineering Research Council (SERC) provided the remaining £7m through the universities.

JOERS was dominated by the giants of the UK electronics industry and small companies were not sufficiently involved. PA Technology recommends more encouragement for the latter. Most seriously, not enough has been done to exploit commercially the technical advances achieved by JOERS. The Government is urged to do more to promote commercial exploitation of opto-electronics by UK industry.

Japanese mission to study oceans' link

BY STEFAN WAGSTYL IN TOKYO

PLANS FOR an overland route linking the Atlantic and Pacific oceans, once the dream of the Conquistadors, took a small step closer to reality with news that a Japanese technical mission is to examine the feasibility. When the Japanese team goes to Columbia next month, their work will include studying a Columbian Government scheme to build a motorway, a railway and an oil pipeline. The project would involve the construction of a new port on the Pacific coast in the Gulf of Cupica. It would be connected by road, rail and pipeline to the Gulf of Uraba on the Atlantic coast.



The announcement of the Japanese technical mission comes at a time when political turmoil in Panama has cast fresh uncertainty on an often-touted scheme to build a second Panama canal alongside the first.

EXPORTERS plagued by the paperwork which is a tiresome, if essential, part of their job should be pleased to learn that SITPRO, the British Overseas Trade Board's organisation aimed at making international trade simpler, has produced a new version of SPEX, its trade documentation software package.

Old problems take the shine off new system

Stephen Cooke finds that computerisation has not alleviated the difficulties of India's overburdened rail system

THE COMPUTERISATION of India's rail network has lessons for anyone contemplating a technological solution to an everyday problem. India depends heavily on its rail network and economic growth has increased the burden, especially as travel by road is hazardous and coach fares can be as much as those for rail.

India depends heavily on its rail network and economic growth has increased the burden, especially as travel by road is hazardous and coach fares can be as much as those for rail. Although the efficient internal air service is cheap by Western standards, it remains beyond the reach of most Indian travellers.

still have to fill in a form with irrelevant details, you still have to locate that form and the staff are still too busy to get one for you. The information on the form has to be entered into the system, so instead of the computer doing all the work and issuing the ticket, the customer has to provide the details. The clerk has to enter it and the computer just processes it. Savings are therefore limited to statistical handling of seat availability.



A typically crowded train travelling through the eastern state of Bihar

hardware problems caused by insufficient ventilation and unreliable power supplies. Although now operating more smoothly, breakdowns and public outcry were frequent in the months following installation.

ticket systems, APTIS and PORTIS. Manufactured by Thorn-EMI, they do far more than simply make reservations. APTIS (All Purpose Ticket Issuing System) makes the reservation, assigning the applicant to the appropriate class, smoking/non-smoking area and back/forward facing seat. It is linked to BR's accounting network. You certainly do not have to fill in a form to use it.

on pay-trains. The PORTIS modules can also send data, for example about receipts and ticket issue, into the central accounting network. BR is happy with its experience of computerisation. "It has speeded up the issue of tickets, is more cost effective, has reduced queues and ties in with the accounting systems. It has been very successful," says David Ewart, a spokesman at BR.



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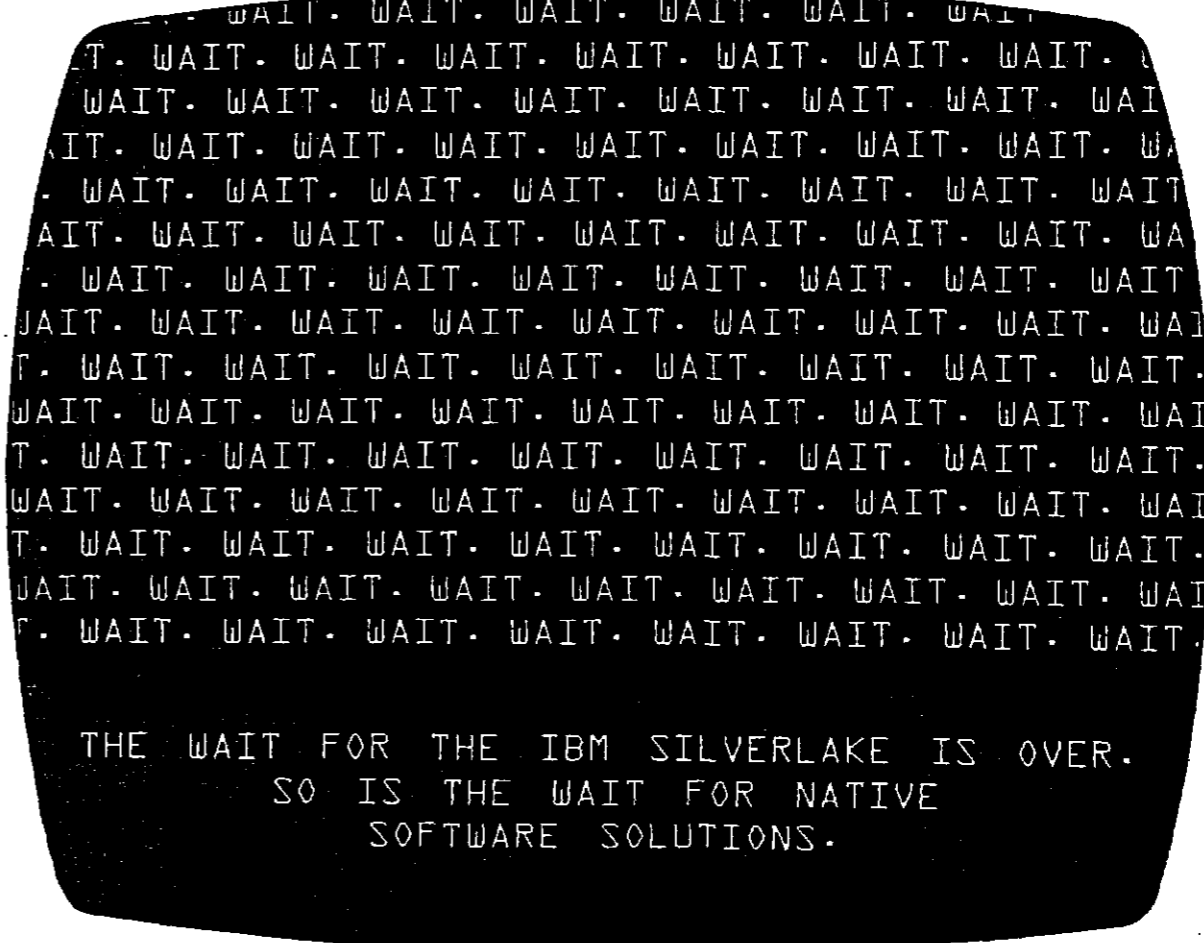
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A limited reform

ALMOST everyone agrees that Section 2 of the Official Secrets Act 1911 is indefensible, and even the Thatcher Government's desire to reform it is not new.

First danger remains, Mr Douglas Hurd's White Paper is and does not pretend to be, anything like a draft for a Freedom of Information Act or even freedom of information with small letters.

A new world in the making

EUROPE and the United States, have long believed that Western civilisation lies at the centre of the world. It is easy to forget that this was not always the case.

FT report The 12-page report that the Financial Times publishes today - Asia's Pacific Rim, a new world in the making - looks at some of the reasons behind this success.

MR DOUGLAS Hurd was mightily pleased with himself yesterday. Britain's Home Secretary - for present purposes the equivalent of a head of the justice department in most other countries - produced a proposed reform of the law of secrecy that took everyone by surprise.

The expectation had been that Mr Hurd would indicate that the definition of what should be kept secret would be excessively wide.

This is not very difficult. The present law classifies all Government information - the lot - as an official secret. Mr Hurd's amendment would limit the cover of Section 2 to matters of security and intelligence, defence, international relations, information useful to criminals or terrorists, wiretap information, and information obtained in confidence from other governments or international organisations.

Another widespread belief, which the Home Office did nothing to discourage over the past few weeks, was that the White Paper would propose that secrets are what Ministers say they are.

With the benefit of hindsight, this is hardly surprising. It was the idea of a ministerial certificate that led to the scuppering of a secrets bill put forward in 1979 by Mrs Margaret Thatcher's then freshly new Government.

To complete the picture of reasonableness, the final decisions will be made by a jury. This is a great deal better than a Minister. Yet much will depend upon the various definitions of harm in the draft bill that will probably appear in the autumn.

Joe Rogaly examines the Government's proposed reform of Section 2 of the Official Secrets Act



A stronger guard on fewer secrets

The legal defence that the disclosure of particular secrets is in the public interest is specifically ruled out, partly on the unconvincing argument that it would muddy the waters.

The expectation is that we will all be so dazzled by that great and billowing "liberal" cloak, that we will fail to see that it hides a reincarnation of a sinister and more powerful Section 2. We

The upshot is that Britain's security services will operate under greater conditions of secrecy than those of the United States, West Germany, France and many other democracies.

The absurdities and anomalies of Section 2

FEW provisions, if any, of the criminal law can have so consistently failed to gain any kind of respectability over the past 75 years as Section 2 of the Official Secrets Act 1911.

Juries tended to exhibit their distaste for a law that operated so quirkily in its application, by acquitting where they might ordinarily have convicted.

Pointing secrets case held that the interests of the state are equivalent to the interests of Government if would have been possible to adapt Section 1 to meet all the situations for which the Government thinks it necessary to provide for protection from disclosure.

The government clearly attaches great importance to its proposal that it will be for the courts (and that means juries) to decide whether there has been harm to the public interest by an unauthorised disclosure.

with the consent of the Attorney General. The government proposal is that consent will only be required "in respect of information relating to security, intelligence, defence, international relations, or interception or information provided by other governments or international organisations on conditions requiring it to be held in confidence."

The Spanish outsider

Miguel Boyer is one of the exceptions on the new committee looking into European monetary union. In that he is not (although he might well like to be) a central bank governor, but he is used to being odd man out.

Western response The West must not make the mistake that China did, of closing its doors to Western trade and thus weakening itself from within.

Boyer's earlier career as an economist took him in and out of a string of jobs at the Bank of Spain and both state and private industry, and he did not last much longer as a minister.

OBSERVER

Basle's insider

By contrast, Alexandre Lamfalussy, the 59-year-old general manager of the Basle-based Bank for International Settlements, should be thoroughly at home in the group.

Although he talks and writes diplomatically, he has been a constant critic of insufficient collaborative efforts above all by the Reagan administration. He has also taken West Germany to task over less than expansionary policies.

He has no prejudiced position on the wisdom of moving to European monetary union. He sees the limits as well as the opportunities of co-operation during the monthly BIS meetings.

The Smiths at GM

There is a proliferation of Smiths at the top of General Motors. Roger Smith is the chairman. In this week's boardroom changes Alan Smith becomes executive vice-president in charge of operating and public affairs staffs and John Smith becomes executive vice-president in charge of all foreign operations.

Glaxo's loss

John Burke, until recently the chairman of the UK operations of Glaxo, the biggest British pharmaceutical company, says that he thought long and hard before giving up his job to join a relative tiddler in the drugs world.

Burke, aged 45 and one of Britain's highest flying pharmaceutical industry executives, has taken on the job of chief operating officer at Forton International, a five-year-old biotechnology company, whose annual sales of £13m are less than one per cent those of Glaxo.

When Bertrand Russell was very young he was left to entertain Gladstone after dinner while the ladies retired. Gladstone spoke only once. "This is very good port they have given me," he said. "But why have they given it to me in a claret glass?"

Small talk

When Bertrand Russell was very young he was left to entertain Gladstone after dinner while the ladies retired. Gladstone spoke only once. "This is very good port they have given me," he said. "But why have they given it to me in a claret glass?"

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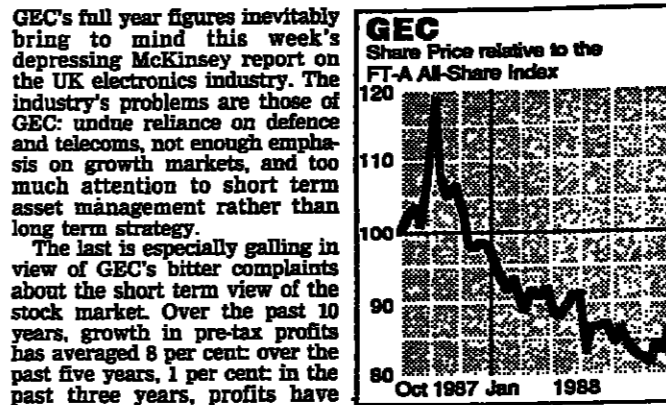
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Taking the long view on GEC



GEC's full year figures inevitably bring to mind this week's depressing McKinsey report on the UK electronics industry. The industry's problems are those of GEC: undue reliance on defence and telecoms, not enough emphasis on growth markets, and too much attention to short term asset management rather than long term strategy.

ably have to introduce a bias by leaving their own company out; but there are funds, after all, which might benefit by that.

Thorn EMI

Thorn EMI's shareholders may have been well satisfied with its results yesterday - as evidenced by a 19p rise in the share price - but they were not half so satisfied as the company itself. Perhaps Thorn should be allowed some self-congratulation for having increased its profits by 41 per cent, reduced gearing from 30 to 9 per cent, and generated £500m in cash. But its rating shows the market still does not believe it capable of growing faster than the average, despite all its fine words.

Self-investment

The proposals on self-investment from the National Association of Pension Funds look like adding some spice to the fund manager's job over the next few years. It is slightly unnerveing to find that a quarter of pension funds invest in their own company's shares, loans or property, and the conclusion that all equity self-investment should be dumped within five years is correspondingly radical.

Blue Arrow

Yesterday's market did not seem to think so, but there must be worse things in life than to be stuck with Blue Arrow shares worth exactly one third less than one paid for them. Eventually, there seems little doubt that the growth of the employment services market worldwide will compensate for whatever the City can do to the share price in the meantime.

Discount houses

The discount houses have little to fear from the Bank of England's plans to break up their cartel. The reason is not, as Cater Allen suggested this week, that competition will mean liquidity and more business, but that being a discount house is so wretchedly unprofitable that the club does not look particularly attractive one to join.

Romania closes Hungarian consulate as tension grows

BY LESLIE COLTIN IN BERLIN AND JUDY DEMPSEY IN LONDON

TENSION between Hungary and Romania increased yesterday after the Romanians closed a Hungarian consulate. Romania's move followed Monday's demonstrations in Budapest, the largest independent demonstration in Hungary since the 1956 uprising. In protest at Romania's policies toward the country's ethnic Hungarian minority.

Mr Ceausescu yesterday called the demonstration in Budapest, "chauvinist, nationalist, anti-Romanian and anti-Socialist." He accused the Hungarian Communist Party and Government of sponsoring it. In a speech to the Romanian Communist Party central committee, he hinted that diplomatic relations between the two feuding countries could suffer further, questioning whether "suitable conditions" existed for the functioning of the Romanian embassy in Budapest. The

embassy was under heavy guard during the demonstrations. In Budapest, the Hungarian Foreign Ministry said the Hungarian Parliament was likely to issue a declaration on the worsening conflict with Romania. Hungary wanted a "peaceful solution" of the conflict, which has smouldered for decades. Mr Karoly Grosz, Hungary's new party leader, said recently he would visit Romania in the latter half of the year but this now appears highly unlikely. Transylvanian tension, Page 4

Jeremy Harding and Michael Holman assess the outcome of the latest border clash Focus of Angolan war shifts south

MONDAY'S clashes at Caluqueo on the Angolan border with Namibia (South West Africa) between South African and joint Cuban-Angolan forces are the almost inevitable outcome of a military build-up in which the focus of the 13-year war has been shifting south.



Angolan Government tank forces patrolling their southern front at Cuito Cuanavale

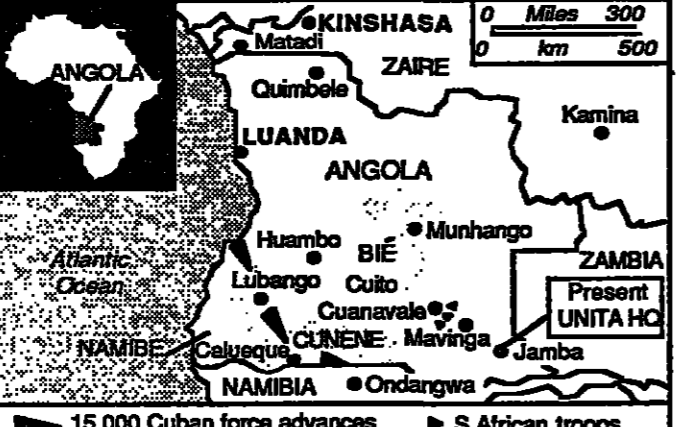
N'Harea, in the hope of drawing the fire of Government forces from Cuito. In the nearby city of Huambo, Unita operations jeopardise the arrival of goods by road and rail from the coastal town of Benguela.

US tries to keep the peace talks going

By Anthony Robinson and Michael Holman

DIPLOMATIC EFFORTS designed to keep the Angola-Namibia peace talks on the rails got under way yesterday in the wake of Monday's clash between South African and Cuban and Angolan forces.

On the face of it, the fighting, in which South Africa claimed to have killed 300 Cubans and Angolans for the loss of 12 of its own troops, could settle the current US initiative to end the Angolan war and implement a UN settlement plan for Namibia.



15,000 Cuban force advances

The effectiveness of Unita infiltration in Huambo can be justly claimed by the rebels as a success story - and one which makes amends for their comparatively poor showing in the south. But reports that the entire rebel operation may now be relocated in the north of the country, with Washington's support, have far greater repercussions in military and diplomatic terms than any developments in the central provinces.

Following the collapse of the Angolan Government's dry season offensive last year against the Unita stronghold of Mavinga in the south-east, all eyes have been focused on the epic counter-offensive by South African and Unita forces against Cuito Cuanavale.

where an estimated 15,000-strong contingent of Cuban troops, backed by Angolan forces, has moved south through the provinces of Namibe and Cunene to take up positions hard on the border with Namibia. The most detailed information on the new deployment remains Granma, the official Havana daily, which last month published maps showing a southward 200km advance by Cuban and Angolan troops.

Under the new strategy, Unita would open a base at Quimbele, near the northern border with Zaire, which would be supplied by the Zairean port of Matadi. US military supplies to Unita are already being channelled through Kinshasa and the air base at Kamina, in southern Zaire.

Fiat may sell Westland stake to US group

BY MICHAEL DONNE IN LONDON AND ALAN FRIEDMAN IN MILAN

FIAT, the Italian automobile and aerospace engineering group, is considering the sale of its 7.7 per cent voting ordinary shares in Westland, the UK helicopter, aerospace and general engineering group, to United Technologies Corporation of the US.

In addition to their issued voting ordinary shares, Fiat and UTC hold significant amounts of non-voting preferred shares. These, if converted into voting preferred shares, together with warrants to subscribe for ordinary shares, would give Fiat and UTC together a total voting shareholding of just under 30 per cent of the fully diluted Westland capital.

Gianni Agnelli, chairman, who said that such a sale was "more probable than anything else." A spokesman for Fiat later explained that the company no longer regarded the Westland shareholding as strategically significant, although the two companies undertake substantial business together, especially in helicopter components.

production of the Sikorsky Black Hawk helicopter, called by Westland the WS-70 Light Support Helicopter. The original agreement between Westland and UTC provided for an inflow of 2m man-hours of work with Westland, and it is understood that this is proceeding well, and ahead of schedule.

UK plans new secrecy laws

Continued from Page 1

courts that a breach of security was likely to result in specific harm to the public interest. However, tougher laws will be introduced to deal with members of the intelligence and security services such as MI5 and MI6. The prosecution would not have to prove their leakage of information had harmed the national interest or damaged the service.

World Weather table with columns for location, temperature, and weather conditions.

Debate erupts over Gorbachev reforms

Continued from Page 1

would confuse the distinction between party and state which Mr Gorbachev is seeking to create. Another difference was on the term of office for party officials, although most agreed that two five-year terms should be the maximum. Ironically it was only the arch-reformer, Mr Ulyanov, who proposed that outstanding devotees of perestroika, like Mr Gorbachev, should be allowed a third term.

short of spelling out. However, the debate appears to have begun, for all its sharp tone, along just the sort of lines intended by Mr Gorbachev, who defended the plurality of views, instead of a "new monopoly." It is not that one monopoly should be replaced with another, he said, "one half-truth with another. What is needed is not thinking who will occupy one or another seat, but thinking about the country, about the fate of the country. Then we will find the truth."

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ing arm and masterminded the buyout - then the largest seen in the UK - through a consortium of management and, especially...

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sultants since the beginning of Mr Daniel's tenure in 1976. Mr Gluck joined McKinsey in 1967 after a period of 10 years at Bell Telephone Laboratories...

Mr Gluck worked for Lake Ontario Cement between 1962 and switching to Denison in 1965. Mr Fowler worked for Lake Ontario Cement between 1962 and switching to Denison in 1965...

Post on US board for NERA UK managing director

THE US-based National Economic Research Associates Inc. (NERA), a firm of consulting economists and part of the US Marsh & McLennan world leading insurance broking concern...

New chief for Shell in Egypt to run expanded operation

BY TONY WALKER IN CAIRO

SHELL Petroleum, the operating group of Royal Dutch/Shell, has appointed Mr Tareq Heggy as its chief representative in Egypt...

oversee marketing groups in the UK and Tokyo responsible for all non-US customers. Mr Ward joined Chemical from Midland Bank...

Mr Heggy, 37, becomes the first Egyptian to head Shell's operations in that country. He will have oversight of all Shell's activities there...

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CHEMICAL BANK, the fourth-largest US banking group, named Mr Roger Ward a vice president and also manager of business development for BankLink International...

Mr Oppenheimer, 32, has varied commodity law experience. Most recently, he was an associate with Tenax, Greenblatt, Fallon & Kaplan...

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demonstrate exceptional communications and interpersonal skills. Previous experience in a property accounts department, ideally gained at a senior level, would be a definite advantage, but is not essential. In any case, you should possess substantial all-round experience in a management accounting environment, including a sound knowledge of computerised systems. In addition to a highly competitive negotiable salary and company car, you will receive a comprehensive benefits package, including BUPA, contributory pension scheme and bonus (after a qualifying period). Excellent opportunities exist for sustained career development, both within the company and the substantial holding group.

Please write, with full career details and salary history, quoting Ref: SHA 1034, to Roger Hughes,



Stoy Hayward Associates

MANAGEMENT CONSULTANTS, EXECUTIVE RECRUITMENT DIVISION, 8 BAKER STREET, LONDON W1M 1DA

A.C.A.s

Corporate Finance
£24-28,000 + benefits

Mergers & Acquisitions
c£30,000

The continuing growth of this highly regarded and innovative U.K. merchant bank has led to a requirement for a number of young professionally qualified individuals to join its corporate finance division.

This is an excellent opportunity for high calibre Chartered Accountants to undertake a demanding, fast moving and rewarding role, with excellent long term career prospects.

Contact Penny Bramah or Lindsay Sugden A.C.A. on 01-404 5751 or write to them at Michael Page City, 39-41 Parker Street, London WC2B 5LH.



Michael Page City
International Recruitment Consultants
London Paris Amsterdam Brussels Sydney

هكذا صحت القبول

FINANCE DIRECTOR DESIGNATE

London c.£35,000 + car

Our client is the UK subsidiary of a major international trading company. The Group has interests in Europe, USA, Africa, South East Asia and South America. UK turnover is around £40m. A Finance Director Designate is required, who will work closely with the Managing Director of the UK operation and liaise with European subsidiaries. This is a broad ranging role covering all aspects of the accounting and financial management of the company with a requirement to become involved in the wider commercial aspects of the business. Candidates should be qualified accountants,

preferably chartered with around 3-5 years post qualification experience, a good understanding of computerised systems and, ideally, previous exposure to multi-currency accounting. The ability to communicate with all levels of management and to work closely with senior executives in the Group head office is essential. The remuneration package, which is negotiable, includes a range of benefits appropriate to this substantial international group. Please write in confidence enclosing career details, quoting ref 7401, to James Forte.

KPMG

Peat Marwick McLintock

Executive Selection and Search
9 Creed Lane, London EC4V 5BR

NORTH OF ENGLAND BUILDING SOCIETY

ASSISTANT GENERAL MANAGER (FINANCE)

Sunderland Attractive salary + car + benefits

Our client, North of England Building Society, is a progressive and expanding regional society with assets exceeding £500 million. Arising from retirement, the Society wishes to appoint an Assistant General Manager (Finance) to its senior management team. The successful applicant will head the Society's accounting function and will have overall responsibility for treasury, financial procedures and control. The broadening range of services provided by building societies demands an innovative attitude to the role in addition to the rigorous professional approach essential for success in a financial institution. This opportunity will be of particular interest to candidates who see their longer term future in general management. Success in the role could provide access to more senior posts where the candidate would play an important part in developing the Society's future strategy.

Applicants should be qualified, preferably chartered, accountants, probably in their thirties, who have had relevant experience in the financial sector. Emphasis will be placed on candidates' readiness to meet the challenge presented by the newly enlarged powers of building societies. Personal qualities will, therefore, be important in making the final selection decision. The attractive remuneration package will include the provision of a motor car, concessional mortgage facilities, contributory pension and life assurance scheme and BUPA membership. Assistance will be given with re-location expenses where appropriate. Please apply, in confidence, enclosing a full curriculum vitae to David Bamister, Executive Selection Division, quoting reference number L/E35.

KPMG

Peat Marwick McLintock

Executive Selection and Search
City Square House, 7 Wellington Street, Leeds. LS1 4DW.

Finance Manager

Pharmaceutical Industry

International Role

c £40,000 plus executive benefits

Southern England

Characterised by dynamic management and an assertive approach to marketing, our client is the international trading arm of a major pharmaceutical group. Active in over 70 countries, its rapidly expanding business demands a close understanding of local operations. This opportunity, resulting from a recent promotion, calls for an accomplished financial executive who can combine technical excellence with an active and progressive approach to financial management gained in a competitive international field. Probably in your early forties, you will have the all-round business perception to contribute positively on a strategic level and have a broad

awareness of the commercial and cultural challenges of the developing world. Reporting to the Divisional Managing Director, your specific responsibilities will include statutory and management reporting, financial review/analysis of major projects and Group liaison with particular reference to foreign exchange policy. The role involves a significant overseas travel commitment - in return our client offers an upper quartile salary with first-class benefits including car, executive share scheme, travel benefits. Please write with full details including current salary - in confidence - to Nigel Bates FCA, quoting ref. B.34023.

MSL International

MSL International (UK) Ltd,
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Financial Controller

... For a dynamic financial services business

c £30k + car + excellent benefits

West London

There can be very few organisations who can match the credentials of our client. In business terms alone they have more than doubled the volume of business in the last two years and have the backing of a dynamic and substantial international banking group who are intent on further developing this sales driven business. We seek a qualified accountant, probably aged late 20's/early 30's who possesses the management skills and professional credibility to operate as a senior member of the management team at a time of exceptional growth. Initial responsibilities will include management and development of financial controls, further development of established information and planning systems, product evaluation, contributing towards the corporate planning function and management of a small financial control team.

You would enjoy a broad brief to continue the development of the financial function within this entrepreneurial, forward thinking organisation. This is a really excellent career opportunity. The benefits package is attractive too. Initial salary negotiable to c. £30k with a review after six months, low cost contributory pension, fully expensed company car, and heavily subsidised mortgage scheme plus relocation expenses where appropriate. Our client is an authorised institution under the Banking Act of 1987. Please send your CV to Phil Bainbridge, quoting ref. B.35088 at:

MSL International

MSL International (UK) Ltd., Pilgrim House,
2/6 Wilton Street, Windsor, Berks. SL4 0BA.
Tel: 0753 842044.

NEWLY QUALIFIED ACA

N. SURREY £25,000 package

This innovative financial services group has plans to multiply its profits 6 fold in the next 12 months, both by acquisition throughout the UK and via new business development. Currently a subsidiary of a major financial institution, it provides advisory services in investment management, stockbroking, banking and financial planning for an impressive client base.

The company seeks to complement its existing finance team by recruiting for a newly created financial accounting role. This will involve responsibility for the investment management and banking activities of the business, in addition to other areas such as treasury management and systems development. Exceptional prospects for promotion will be linked to your personal performance, in conjunction with the success of the company's dynamic growth plans.

This position offers an exceptional opportunity to work with a young management team of the highest calibre. It is imperative that you possess a forceful and lively personality, coupled with demonstrable ambition. Aged 24-27, you will be a graduate Chartered Accountant and come from a major firm.

For further details, contact Fiona Birt-Llewellyn or Leon Hawthorne on 01-629 4463 (evenings & weekends 01-542 2159). Alternatively write enclosing a curriculum vitae to the address below.

HARRISON WILLIS
FINANCIAL RECRUITMENT CONSULTANTS
Cardinal House, 39-40 Albemarle St., London W1X 3FD. Tel: 01-629 4463.

CITY RECRUITMENT BOOM

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You're young, intelligent, ambitious and looking for a fast track career path with an expanding international organisation. You are committed to turning your hard won professional qualifications and experience into hard cash and solid career prospects. You are a self starter, mobile and eager to play an important financial role with one of the world's most progressive energy companies.

We are looking for young, fully qualified accountants from the Profession or industry. Essential qualities include sound commercial awareness, initiative, excellent communication skills and an eagerness to work in a demanding and fast-moving operational environment. We will start you on a fast-track career programme, commencing in Aberdeen, with structured training and development which will take you to other parts of our UK and worldwide operations. Initial roles will take account of your existing experience and cover financial analysis, operational accounting, statutory accounting and taxation.

An excellent remuneration package is available with market-related salaries and a valuable benefits package including attractive relocation assistance where appropriate. Put yourself on a fast-track career path with one of the world's most progressive oil companies.

Telephone or write for a detailed information pack and application form to:
Ken Sturgeon, Director,
MSL Advertising,
Allan House,
25 Bothwell Street,
Glasgow G2 6NL.
Tel: 041-204 1140.
Please quote ref. no. 68012.

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Total Oil Marine

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C £20K + Benefits + Reloc.

In 1987 Total Oil Marine achieved a major success in the history of the North Sea. The Alwyn North field became the largest oil and gas development to have been brought on-stream in the UK sector of the North Sea during the last three years.

As Alwyn North moves towards full operational activity, effective management accounting is crucial in the context of continued success and further development. Based in Aberdeen, and reporting directly to the Head of Management Accounts, you will ensure the accurate and timely preparation of management accounting information.

This will involve the review and interpretation of monthly accounts, forecasts and cash calls, as well as follow-up discussions with partners and senior management. In addition, you will be actively involved in year-end closures.

This position calls for a qualified Accountant, either CA, CIMA or ACCA with at least four years' post qualifying experience in a substantial industrial environment. Ideally a graduate, with a good knowledge of computer accounting systems, you will be a team builder, and have excellent negotiating skills. Experience of venture accounting within the oil and gas industry is desirable.

In return for commitment you will be offered an attractive index-linked salary, around the figure quoted, year-end bonus, BUPA, contributory pension scheme, free life assurance, subsidised restaurant, and where appropriate, a generous relocation package. Career prospects within the company, in Aberdeen or elsewhere are excellent.

If you want to progress your career in a fast-moving environment, please write with full C.V. or, alternatively, telephone for an application form to:-
 Irene Slater, Recruitment Officer,
 Total Oil Marine plc, Crawpeel Road, Altness,
 Aberdeen AB9 2AG. Tel: (0224) 858172.

Broadening Horizons ■

Manager - treasury

Hampshire, c. £30,000 + car

C&L

For a major leisure and services organisation, operating a variety of businesses with total income exceeding £300m and funds under central management of £70m. This important new post has been created to give greater emphasis to treasury management and to coordinate tax compliance throughout the Group.

Reporting to the General Manager - Finance, and managing a small team, you will implement effective treasury planning for all the businesses, to increase investment income, reduce borrowing costs and optimise the use of working capital. You will manage the treasury function and monitor the performance of all external investment managers for the Group. Your role will also include the management of the Group's tax compliance and accounting function, coordinating the relationships with external advisors and Government authorities.

A qualified accountant, you should have at least three years' treasury management experience, preferably in a large commercial organisation. With an innovative approach to solving business problems, you should be accustomed to influencing at senior levels.

This progressive environment presents ample scope for further career development. Résumés, including a daytime telephone number to Robin Alcock, Ref: RA912.

Coopers & Lybrand Executive Selection
 Coopers & Lybrand Executive Selection Limited
 Shelley House 3 Noble Street London EC2V 7DQ

STRATEGIC ROLE - MERCHANT BANKING

Newly/recently Qualified Accountant
 Central London £22,000 - £25,000 + Car + Banking Benefits

An exceptional opportunity for a newly/recently qualified accountant to influence the commercial direction of a key subsidiary in this Top 12 UK Merchant Bank.

Reporting directly to the Board, this entrepreneurial Controlling role carries a high level of decision-making autonomy. A broad spectrum of responsibilities will include:-

- ▲ Identifying and developing new business opportunities.
- ▲ Profit analysis, budgets and forecasts for current ventures.
- ▲ Treasury advice and cash-flow management.
- ▲ Controlling and motivating a small team.

Success will be rewarded by promotion to the post of Financial Director within three years.

In addition to a highly competitive salary and company car, you will receive a comprehensive range of benefits, including profit share, management bonus and subsidised mortgage.

For further information, please contact NICOLA LENDRUM on 01-404 3155 at ALDERWICK PEACHELL AND PARTNERS LIMITED, Accountancy and Financial Recruitment, 125 High Holborn, London WC1V 6QA.

Alderwick & Peachell PARTNERS LTD

Account Manager Financial Services

Bristol

Our client is a world leader in assisting multi-site retail operations to enhance network and individual branch performance. Already well-established in the Financial Services sector, the Company now wishes to consolidate its position in this rapidly changing environment by appointing an Account Manager with specific responsibility for developing business in this key area.

Of graduate calibre, you will already be intimately familiar with the operations of a major banking or other retail Financial Services organisation. A knowledge of branch operations is particularly desirable gained either in a line management, strategic planning or senior Market Research role. Considerable weight will be placed on personal credibility and acceptability in dealing with senior Financial Services professionals and General Management.

Highly developed presentational skills are essential. Probably in your 30's, you will have the energy and innovational ability, not only to promote the Company's existing products, but also to contribute towards product development in this fast moving sector. There is the potential for travel within Europe and knowledge of Financial Services markets there would be an advantage.

In return you will be offered a salary commensurate with your experience and qualifications plus an attractive executive benefits package, including relocation assistance where appropriate.

Please write with full career and personal details to J.D. Alexander, ref. JAB/1, stating clearly any companies to whom you would not wish details to be forwarded at this stage.

MSL Advertising
 MSL Advertising, Broad Quay House, Broad Quay, Bristol BS1 4DJ.

Hoggett Bowers

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 A MEMBER OF BLUE ARROW PLC

Finance Director

Marketing Services
 Manchester Based, c £28,000, Car, Benefits

Success in this fast moving, dynamic organisation has been achieved through aggressive business development and by the application of efficient financial controls. The company is one of the largest independent organisations in its business sector and continued growth will be organic and by acquisition in the UK and overseas. Reporting to the Managing Director, responsibilities will include playing a fundamental role in growing the business, the exercise of strong financial controls, and a number of contract, legal and administrative duties. Candidates, aged 27-35, will be qualified accountants and must have a high degree of commercial awareness, good inter-personal skills and be competent financial practitioners. Experience in service-related industry is preferable and involvement in acquisitions a considerable advantage. This is an opportunity to make a real contribution to continued success in an intellectually stimulating environment.

C. Vaughan, Hoggett Bowers plc, St. James's Court, 30 Brown Street, MANCHESTER, M2 2JF, 061-332 3500. Ref: M18029/FT.

Financial Controller

With Strengths In Contract Costing
 Berkshire, To £27,500, Car, Benefits

This major British plc, renowned for its international operations in electrical and mechanical engineering, is committed to developing a substantial systems business. Restructuring has created a £7m turnover company, which will be expanded to around £50m in five years through organic growth and acquisition. The core activity is sales, installation and service of energy management systems for new and refurbished buildings. Reporting to the Managing Director, you will provide financial information and controls which contribute to the successful commercial management of the company and which meet demanding, though not complex, group requirements. In the early stages the role will be particularly broad, encompassing a wide range of financial and administrative issues. As the business grows, the focus will be increasingly on managing the financial aspects of large contracts to ensure profitability is optimised. A qualified accountant aged 28-40, you must have a thorough understanding of contract costing, gained in a substantial contracting or systems company. You should be totally committed to full involvement in a rapidly expanding company and confident of your ability to make a strong contribution. Progression opportunities within the group are excellent.

S.P. Spindler, Hoggett Bowers plc, George V Place, 4 Thames Avenue, WINDSOR, SL4 1QP, 0753-856851. Ref: W11057/FT.

Group Accountant

East Midlands, Attractive Salary, Car, Benefits

High standards of quality and customer service have been the keys to success for this established and progressive small full listed plc. Their future development plans include acquisitions, the introduction of new products, and a continuing policy of capital investment. Responsibilities, which will necessitate multi-site involvement, include the consolidation and critical review of management accounting information, budgets and monitoring internal control procedures. Candidates, qualified ACA/ACMA, must demonstrate a sustained track record in the accounts function within a manufacturing or engineering environment. Ideal experience includes the analysis of business performance, formulating budgets, implementing internal controls, and the application of computer systems. Good communication skills and the ability to identify potential problem areas are necessary personal qualities. Age will not be a restricting factor for the right candidate. Relocation as required.

Dr. J.H. Wright, Hoggett Bowers plc, 3 Wellington Court, Wellington Street, CAMBRIDGE, CB1 1HZ, 0223-324441. Ref: F11039/FT.

These positions are open to male or female candidates. Please telephone for a Personal History Form to the relevant office, quoting the appropriate reference.

SENIOR FINANCIAL ANALYST

£19,000 W. London

Leading global Financial Services organisation seeks an ambitious newly qualified/financialist CIMA for career opportunity. Responsibilities include preparing budgets and monthly forecasts for senior management and producing financial presentations on their behalf. You will need at least 3 years relevant experience and be familiar with LOTUS 1-2-3. Please contact Sue Turner for further details.

ACCENTUARY APPOINTMENTS
 1 PRINCES STREET, WINDSOR, SL4 1QP

SENIOR INTERNAL AUDITOR

£17,000 - £20,000

Prestigious S.E. Kent Co. seek a qualified Accountant aged to 35, with at least 3 years post-qualification experience. You will be performing + completing internal audits, contributing to the development of detailed audit programmes, preparing reports, investigations etc., involving UK + Overseas travel. Early promotional prospects.

Apply now to Suzanne Wood Woodland Consultancy Services Sun Alliance House, 29 London Road, Bromley, Kent, BR1 1DG, 01 464 7824 Accountancy Recruitment Specialists

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For further information call 01-248 8000

Tessa Taylor ext 3351
 Deirdre Venables ext 4177
 Paul Maraviglia ext 4676
 Elizabeth Rowan ext 3456

Financial Controller

Central London to £40,000 + Car

Our client is a major force in retail banking within the United States. The bank has established offices in London, Tokyo, Singapore and Europe, where activity in the world's money and merchant banking markets has become increasingly important.

A vacancy has arisen for the position of financial controller, reporting to the Head of Operations, and in turn supervising a department of eleven staff. The four main areas of responsibility encompass financial control, planning and analysis, regulatory reporting and management accounting.

The role carries responsibility for development of the accounting and reporting systems, and will therefore involve liaison with the Computer department. There is also a high level of communication with head office in the United States.

The successful applicant is likely to be a qualified accountant aged 33-40, with considerable experience in the financial services sector. This individual will be ambitious, self motivated and have well developed interpersonal and leadership skills.

If you match this profile and feel able to meet the challenge offered by this exciting opportunity, please contact Diane Forrester ACA on 01-831 2000 or write to her at 39-41 Parker Street, London WC2B 5LH.

Michael Page Partnership
 International Recruitment Consultants
 London Bristol Windsor St Albans Leatherhead Birmingham Nottingham Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Financial Controller

New Opportunity

Hants/Wilts

c £25,000 + bonus and car

Our client is one of the leading construction groups in the South of England with a turnover of about £50 million. In addition to their major contracting activities, specialising in residential and commercial developments, they also have shopfitting, plant hire and other companies allied to the building industry. Their high reputation in the industry puts them in a strong position to take full advantage of the buoyant property market.

Prospects are therefore very exciting but strong financial management is critical in order to maximise the group's full profit potential.

They are seeking a Qualified Accountant, aged 30-40, with several years broad based experience in a medium sized company. In-depth experience of computer based systems is essential.

A fully competitive salary and attractive range of benefits are offered and there are also excellent prospects of subsidiary company Board appointments within the medium term.

The group headquarters are located in a pleasant rural setting and relocation assistance will be available.

Please send concise details, including current salary and daytime telephone number, quoting reference D2022, to W. S. Gilliland, Executive Selection Division, Grant Thornton Management Consultants Limited, Grant Thornton House, Molton Street, Euston Square, London NW1 2EP.

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هكذا صحت العمل

Sunrise publishing venture with heavy investor support Finance & Administration Director

£40,000 + package. Equity potential.

Our client, the HAMFIELD PUBLISHING GROUP, have signalled the launch of a brand-new colour magazine this summer. Distributed nationwide with the country's leading regional newspaper titles, this independent publishing venture has received investor funding to the tune of £8m.

To complete the multi-discipline senior management team, they now wish to appoint an accomplished Finance Director to spearhead the rapid establishment of financial systems and procedures, management information disciplines and the development of water-tight credit control functions.

Based in London and reporting directly to the Managing Director, you will be a qualified accountant aged 28-35 able to demonstrate strong technical competency, allied to commercial trading instincts. This demanding

start-up position will appeal strongly to those with entrepreneurial skills who are keen to work alongside experienced production and marketing personnel, in a fast-moving and competitive environment. Previous experience of the publishing/communications industry would be distinctly advantageous.

The package is particularly attractive, with substantial profit participation in the event of post-launch success. Equity is available for the successful candidate. A prestige car and comprehensive benefits package apply.

Written applications, with details of availability for interview in the London area should be forwarded immediately to:
Alan Dickinson, Deputy Managing Director,
Michael Page Partnership, 39-41 Parker Street,
London WC2B 5LH.



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International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide



FKI BABCOCK PLC

Finance Directors

£25,000 - £35,000 Package + Car

Our client, FKI Babcock PLC, is a growth orientated UK based multi-national, generating an annual turnover in excess of £1,000m. Recent acquisition and restructuring has produced a requirement for Finance Directors at a number of autonomous subsidiaries within the Electrical Products Group.

Operating in the electrical and engineering sectors, the Electrical Products Group is well placed to continue its policy of expansion by exploiting its existing markets and further strategic acquisitions.

The subsidiaries turnover range in size from £8 - £35 million and in each case the Finance Director will assume total responsibility for all finance and related functions in a demanding business environment. In particular he/she will be required to adopt a "hands-on" approach to the development and implementation of sophisticated financial and manufacturing control systems, strict cost discipline and cash management as well as providing comprehensive financial information to the management team.

Candidates aged 28-38 should be qualified accountants who can demonstrate a successful track record gained in an engineering based manufacturing business. In addition to strong technical ability, the drive and ambition to succeed in a dynamic fast moving operation is essential. Progression prospects within the group are excellent and relocation facilities are available where appropriate.

Please send your application enclosing a full cv and quoting ref 504 to your nearest Michael Page Partnership office:

North West

Iain Blair ACMA, Michael Page Partnership, Clarendon House,
81 Mosley Street, Manchester M2 3LQ. Tel: 061-228 0396.

West Midlands

Tony Hodgins ACA, Michael Page Partnership, Bennetts Court,
6 Bennetts Hill, Birmingham B2 5ST. Tel: 021-228 0396.

East Midlands

Rod Shaw, Michael Page Partnership, Imperial Building, Victoria Street,
Nottingham NG1 2EX. Tel: (0602) 483480.



Michael Page Partnership

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Technical Consultants Chartered Accountants



Central London

to £25,000 + car

Our client, the Technical Directorate of the Institute of Chartered Accountants in England and Wales, is involved in the strategic development of the accounting and auditing standards and guidelines of the future. It also provides an advisory service to its members. Exceptional opportunities have arisen for several high calibre Chartered Accountants to undertake a project orientated role. Working in conjunction with a variety of consultative committees, you would be involved in:

- Developing accounting standards and recommendations
- Developing auditing standards and guidelines
- Examining new and prospective parliamentary legislation

You will be responsible for drafting the relevant standards and guidelines following meetings and consultations.

Based in the Institute's headquarters in Moorgate, you will join a high calibre team, enjoying a considerable degree of autonomy and responsibility.

In addition you will maintain regular contact with key members of the accountancy profession and senior City figures.

If you are a graduate and are keen to become involved in the technical and policy making aspects of the profession, our client will be happy to give you full details without commitment.

The excellent benefits include flexible working hours and relocation expenses where appropriate.

In the first instance call Juliet Concock on 01-831 2000 or write to her at Michael Page Partnership,
39/41 Parker Street, London WC2B 5LH.



Michael Page Partnership
International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

GROUP FINANCIAL CONTROLLER

Central London

FCA's 35 - 40 to £40,000 + car + benefits

Our client, a major international publishing group, is seeking to recruit a Group Financial Controller for their central London head office.

Reporting to the Group Finance Director, the role will cover responsibility for the production of statutory financial accounts, monthly financial and management accounts, budgets, budget/actual variance analysis and remedial action, draft tax planning, computerised financial systems enhancement, systems integration of acquired subsidiaries, financial staff control, recruitment, training and development. Prospects are excellent as the role is seen as a preparation for Board status in due course.

Candidates (male or female) should be at financial controller level in a sizeable manufacturing or service group, have first class staff management and communications skills, have an outgoing personality and be capable of using computer modelling techniques.

Please send a copy of your C.V. to George Ormrod B.A. (Oxon), Douglas Llambias Associates Limited at our London office quoting reference No. 2249.



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TELEPHONE: 01-836 9501

FINANCIAL CONTROLLER

Property Development Company

c. £25,000 + Car

Cambridge

A young and expanding public company involved in property development. Company turnover is currently in the region of £5M.

This is a broadly based financial controllership with the emphasis on the provision of meaningful management information, particularly in relation to project costing. You will be directly responsible to the managing director for the financial management and administration of the company, assisted by a small team of staff. You will work closely with the managing director in making key commercial policy decisions and with banks and other financial institutions. Prospects for development with the company are excellent.

The successful candidate will be aged between 25 and 30, a qualified accountant who has experience of managing projects and project financing. A candidate seeking a first move from the accountancy profession to industry would be considered if experience is relevant. A "hands on" management style is required, technical ability, use of micro computers and a capacity to contribute to the direction of the business as a whole.

Please reply in confidence, giving concise career, personal and salary details to:

Malcolm Walton, Cambridge Trust p.l.c., Pound Hill House, Pound Hill Road, Cambridge CB5 0AE.

Cambridge Trust p.l.c

FINANCIAL DIRECTOR

DROITWICH £30,000 + bonus + car etc.

Reddiplex is a specialist plastics manufacturer that successfully markets a product range and supplies general trade requirements. The current turnover rate of £10m. has been growing at over 30%, which is set to continue.

The need for a substantially increased management contribution from the financial/M.I.S. area is recognised by the Directors, who now wish to add to their team a qualified accountant who will participate in their company's growth.

Applicants should have all those attributes which are so adequately and often described in advertisements for director level jobs, but in particular the desire to become part of an enterprising team who are motivated by business success.

Please contact C.D. Dawson, Reddiplex Limited, The Furlong, Droitwich, Worcestershire, WR9 9BG; tel. (0905) 774301

Management Accountant

Attractive negotiable salary
London, West End

The Asea Brown Boveri Group is one of the world's largest electrical and electronic engineering companies. Quality, reliability and a real commitment to customer service are the key elements in our success story.

Information plays a key role in our organisation, enabling management to make well informed decisions. As a result the position of Management Accountant has a visible influence on decision making at senior level.

As the source and focal point for management information, you will report to the Financial Controller and be responsible for the day to day running of the accounts department. Managing a team of nine, you will ensure deadlines are met at all times.

As a qualified Accountant, ACCA or ACA and aged 25+, you will have had experience of running an accounts department in either a sales, service or commercial environment. In addition you will need to be an innovative thinker with a creative approach to solving problems combined with excellent communication and team-management skills.

Previous PC accounting experience is essential. In addition to an excellent salary our comprehensive benefits package includes generous holiday entitlement, contributory pension, life assurance, private medical insurance and free season ticket.

If you are looking for a position with responsibility and challenge, please send a detailed cv in the first instance to: Ian Buttle, Personnel Manager, ABB Industry Ltd, Northern Centre, Manchester International Office Centre, Styl Road, Manchester M22 5WJ.

ABB
ASEA BROWN BOVERI



The Bank of Bermuda Limited

(Incorporated in Bermuda in 1970)

**ASSISTANT MANAGER
CORPORATE FINANCE**

We are seeking a professional looking for their next career challenge. The challenge is to further develop an extensive reporting system to be used by senior management in corporate decision making. As a result, you will be in the hub of corporate financial activity.

The Bank of Bermuda Limited, Bermuda's largest bank, is a banking, trust and investment management organisation with over \$3.5 billion in assets and 1,400 staff in 6 locations worldwide.

This is a highly visible position. You will be managing a group of professionals responsible for developing the Bank's corporate finance function. Emphasis will be on financial aspects of business planning and related financial controls.

This will be a progressive step with growth opportunities for a Chartered Accountant or an MBA with good career progression and five to ten years' relevant experience in corporate finance.

The successful candidate will be able to demonstrate a blend of management, analytical and interpersonal skills. Communication ability must be highly developed as there will be close liaison with other staff administrators and line managers both locally and overseas.

We offer a competitive tax-free salary and benefits package.

Please FAX or mail your resume before Friday 8 July 1988 to Kay Taplin, Personnel Officer, The Bank of Bermuda Limited, Minister House, 12 Arthur Street, London EC4R 9AB, fax 623 1689, or call her on 01-823 5531.

If your spouse will be seeking employment in Bermuda, please include his/her resume.

Interviews will be conducted in Canada and the UK in mid-July.

The Leeds Castle Foundation

a charitable organisation, which owns Leeds Castle, Maidstone, Kent, a premier conference centre and third most visited stately home in England, with supporting service outlets, invites applications for the post of

FINANCIAL CONTROLLER

The successful candidate will be a Chartered Accountant and have at least five years experience at management level, preferably associated with the hotel/leisure/retail sectors. He/she will report to the Managing Director of Leeds Castle, and will have responsibility for the total finance functions. The job will be based at Leeds Castle. Experience in computerised accounting is required. Impeccable references are essential.

Remuneration will be based on individual suitability and experience, but will be commensurate with the seniority of the position and not less than £25,000 per annum.

Application, with Curriculum Vitae in strictest confidence, to:

Graham Jackson,
Managing Director,
Leeds Castle Enterprises Ltd,
Leeds Castle, Maidstone, Kent ME17 1PL



Closing date for receipt of applications 8 July 1988

Project Accountant

London/Essex Border

c.£22,500 + Benefits inc. Mortgage

As a leading force within the buoyant financial services arena, this dynamic organisation can demonstrate a superb product range, backed by a highly professional management infrastructure. Their record of growth and diversification demands the appointment of a commercially aware, qualified accountant, with the ability to further enhance standards of efficiency and profitability.

In this varied project-based role, you will review systems and procedures, whilst undertaking profitability studies and financial forecasts. Liaising closely with professionals at all levels, it is essential that you can demonstrate considerable interpersonal skills. Knowledge of computerised accounting systems and awareness of financial markets would be advantageous.

The salary is negotiable and the comprehensive range of benefits includes a mortgage subsidy. Career prospects, both in the company and holding group, are excellent.

Write, enclosing full CV and daytime telephone number, to Patrick Donnelly, quoting reference FT/025.

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MANAGEMENT SELECTION
114 Old Broad Street, London EC2N 1JL
Tel: 01-528 2677

ADVERTISING AGENCY

We are a medium sized agency with expertise in Business, Industry and Corporate Communication. Having just been acquired by a major worldwide agency, we have the backing and support for fast growth, including acquisitions of our own, probably funded by our parent company.

We have a young, aggressive, commercially orientated management team and are looking for someone to come in and take over all responsibility for finance, accounts, general corporate growth and the reporting to our parent company from our retiring chairman.

He or she would need to be a professional, experienced, but most of all shrewd, enterprising and someone who thrives on the cut and thrust of business, accounts, profitability, financial controls and acquisitions etc.

Impressive prospects for suitably qualified candidate.

Please apply in confidence to:
The Chairman, Box T6937, Financial Times,
10 Cannon Street, London EC4P 4BY

Financial Controller**Hertfordshire****£30,000 + bonus + car**

Our client is the UK subsidiary of a major multi-million \$ US conglomerate and operates a highly successful operation within the distribution sector. Following recent acquisitions and plans for further expansion there is now a requirement to make this new appointment following internal re-structuring.

The role will report direct to the Chief Financial Officer and assume responsibility for providing full management and financial information to the UK and US management teams. In addition the appointee will be a major participant in the upgrade of computerisation, general administration, planning and commercial decision making to develop the business further. Candidates should be qualified accountants, aged preferably mid 30's with a mature outlook, and have a

good track record to date in a commercial environment. They will be expected to be good communicators with all levels of staff, head up a small team and cope with this fast pace and exciting environment.

Please telephone or write enclosing a full resume quoting ref: 222 to:

Philip Cartwright FCMA,
97 Jermyn Street,
London SW1Y 6JE
Tel: 01-839 4572

Cartwright Hopkins

FINANCIAL SELECTION AND SEARCH

BUSINESS PLANNING - RETAIL

West London

ACA/ACMA

c£33,000 + Car

Our client, a dynamic and highly regarded leader in the retail sector is continuing its impressive growth record. In this fast moving environment their strategy of establishing competitive advantage results from the enhancement of product ranges combined with targeted store development.

To meet the challenge of continued expansion they have an immediate requirement for a key individual to join their Business Planning Team.

The role will involve interaction with commercial management investigating a wide range of issues including appraisal of new business opportunities, evaluation of merchandise performance and analysis of capital projects.

A commercially minded individual with financial expertise, your success will be dependent on your ability to contribute to a multi-disciplined team. Aged 29-34, you will be able to demonstrate qualities of leadership and determination combined with the ability to deal effectively with senior managers.

In this highly visible role opportunities for advancement into senior general management are excellent.

If you feel you can match the demands of this challenging organisation please contact James Hyde by telephone on 01-437 0464 or write enclosing a detailed CV to the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place Leicester Square London WC2H 7BP
Telephone: 01-437 0464

Finance DirectorSingapore
£50,000 + expatriate benefits

This British plc has a flourishing and profitable food business in the Asia-Pacific zone, extending from Malaysia to Australia, with an acquisition programme which will double the 1988 turnover of £20m in the short term. This new appointment will require the FD to concentrate initially on a detailed review of accounting standards and systems throughout the business units, while working closely with the Chief Executive at the operations centre in Singapore. He will have qualified accountants in support at the centre and in the operating companies, and will be responsible for ensuring that they produce relevant management information. Financial planning

and controls for the group, as well as relations with statutory authorities and professional advisers, will also be major dimensions of the role, which could lead to membership of the main board. We seek a successful financial manager in the late 30s, preferably a chartered accountant, who has worked at Financial Controller level or above in an international company, with experience in substantial manufacturing units and a period in a corporate head office. Previous residence overseas would be valuable. Benefits will include married accommodation and school fees where appropriate, and annual home leave. Please send full cv, indicating current salary, in confidence, to Michael Egan, Ref: 2399/MJE/FT.

PA**PA Personnel Services**

Executive Recruitment - Human Resource Consultancy

Hyde Park House, 60a Knightsbridge, London SW1X 7LE.
Tel: 01-235 6060 Telex: 27874

COMPAGNIE DE SAINT GOBAIN
Public Company with a capital of
F.446.000.000
Registered Office: "Les Minimes" 18,
avenue d'Alsace 92000 COURBEVOIE
R.C.S. NANTERRE B 942 039 532
Participating stock April 1984 of ECU 5000
each
Ordinary General Meeting to be held on
May 27, 1988
AGENDA

The owners of participating stock April 1984 of ECU 1000 of COMPAGNIE DE SAINT GOBAIN are informed that the General Meeting will be held on May 27, 1988 at 11.45 at the registered office of the Company, "Les Minimes" 18 avenue d'Alsace in COURBEVOIE (92400). This meeting will enact on the following agenda:

- Board of directors' report on the company's operations for financial year 1987;
- Auditors' report on financial year 1987 accounts and elements for fixing the participating stock yield;
- Fixing the income of the above entitled representatives.

Powers for formation.

To attend the meeting the participating stock owners will have to provide a blocking affidavit issued by the trustee and in order to appoint a deputy at the meeting they will have to add a proxy to this affidavit.

The Board of Directors.

Group finance director

Property development

Derbyshire, c£40,000



The privately owned Viking Property Group was founded in 1970 and has an enviable reputation for the development of first class commercial properties and investments. They are now firmly established in the front rank of UK retail, office and industrial property development companies. The 1980's have seen the establishment of North American ventures and their first European project.

Their own development now demands the appointment of a highly commercial Group Finance Director. A chartered accountant and aged around 40, you will have had wide experience of dealing with banks and city institutions. It will be advantageous to have experience in the property development sector and previous involvement in taking a company to the market. Your strengths must also include the ability to oversee the development of systems which will provide the information to track group performance and facilitate enhanced financial and strategic planning. The remuneration package has the flexibility to accommodate above average performers. In the first instance please send a full career resume which includes a daytime telephone number to David Owens, Reference D295.

**Coopers & Lybrand Executive Selection**

Coopers & Lybrand Executive Selection Limited

22a The Ropewalk
Nottingham NG1 5DT**TECHNICAL MANAGER****STREAMLINE AUDIT SYSTEMS
IN LINE WITH RAPID GROWTH**

With worldwide representation, a range of newly established specialist divisions and a record of dramatic expansion, Levy Gee are one medium sized practice that's growing larger by the day. Having increased staff levels by 33% over the past year, we are continuing to recruit a number of top professionals to service this corporate development, one such key appointment is Technical Manager. An ACA technical specialist, with at least 5 years post qualified experience, gained preferably within a leading partnership, you will enjoy considerable scope in applying your own systems to reviews and updates of audit manuals and programmes.

Incorporating your recommendations into the firm's training programme, you will play an active role in developing a consultancy service through a training consortium of 20 member firms. Conducting research on specialist technical areas such as statistical sampling, you will identify those areas in need of rationalisation and provide advice on the implications of new SSAP's. As such, you will play a significant role in our continued success and enjoy a salary of c.£28,000. Please write with a full CV to: Kim Sands, Personnel Manager, Levy Gee, 100 Chalk Farm Road, London NW1 8EH.

Levy Gee**Commercial Accountants**

West London Substantial Package

Our client is a leader in the field of prestige, high value cosmetics and toiletries. It is a private company with extensive European and US operations. The company's UK headquarters with a staff of 300 are based in West London.

Financial Accountant

An outstanding opportunity for a young, commercially-minded accountant. Supervising a staff of 4, main duties will include financial reporting, business plans, liaison at all levels on commercial decision-making, as well as statutory accounts and dealing with corporate taxation matters. An initial area of activity will be participating in the upgrading of the systems in operation. This would represent an ideal opportunity for a newly qualified ACA/CACA with commercial flair.

Management Accountant

This is a challenging and varied role. Main areas of responsibility include capital expenditure appraisal, production efficiency, and the implementation of an improved integrated costing system. Directly responsible for a staff of 3, the post involves liaison at all levels from production line to senior management. The ideal candidate will be a recently qualified CIMA with excellent interpersonal skills and the ability to tackle practical problems.

The package for both these roles includes a competitive salary and extensive benefits.

To obtain further information please send a CV to Elizabeth Lang, or telephone her on 01-353 1244.
ASA International Ltd., Ludgate House, 107-111 Fleet Street,
London EC4A 2AB.

ASA International**Financial Controller**

A financial controller is needed for an international London based art gallery. The ideal applicant will have extensive commercial experience and is likely to be a chartered accountant able to work flexibly and efficiently within a wide range of parameters combining an acute awareness of business trends at home and abroad with the ability to interact with a wide variety of people. As an inspiration team leader he or she would be able to take a shirt sleeves approach to financial and management information. Success in the position would inevitably lead to progression within the company.

Salary negotiable.
Applicants should contact
Miss Labank or Miss Kosinsky
or 9 Dering Street,
London W1

Tel: 01-499 4100

هكذا صنع القليل

Group Finance Director (Designate)

South Yorkshire

£30,000 + Car + Benefits

Our client, Video House PLC, is a privately owned group of companies engaged in the distribution of high quality leisure products. A recent expansion programme, coupled with the recruitment of a high calibre management team leaves them ideally placed for their introduction to the stock market.

They seek to recruit an outstanding, commercially orientated Finance Director to take responsibility for their current expansion programme in addition to managing the existing finance team. The successful applicant will be expected to input significantly into other commercial functions and to make a major contribution to the maximisation of turnover and profitability. This is a high profile role requiring the quality of action rather than delegation.

Candidates will be qualified accountants, preferably chartered, aged 30-40, who can demonstrate a high degree of entrepreneurial flair, general commercial awareness and self motivation. Direct contact with the group's external advisors necessitates a strong personal presence, which will also be essential in order to meet the demands of a service driven organisation. For the right individual prospects are exceptional.

Comprehensive relocation facilities are available where appropriate. Interested applicants should write to Stephen J. Broadhurst, quoting ref: L8453 at Michael Page Partnership, Leigh House, 28-32 St Pauls Street, Leeds LS1 2PX. (Tel: 0532 450212).

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Tessa Taylor ext 3351
Deirdre Venables ext 4177
Paul Maraviglia ext 4676
Elizabeth Rowan ext 3456

Assistant Financial Controller

Hertfordshire
£25,000 + car

Our client is an autonomous manufacturing and distribution group. The company, turnover £65m, is going through a period of significant change and seeks to strengthen the central financial team.

The role has responsibility for the international group reporting coupled with treasury and PC computer systems development work. There will be high exposure to the senior management within the group and current involvement with the UK locations will be necessary on special project assignments.

Candidates should be qualified accountants with broad accountancy experience, shirt sleeve and flexible approach.

Please telephone or write enclosing full curriculum vitae quoting ref: 221 to: Nigel Hopkins FCA, 97 Jermyn Street, London SW1Y 6JE. Tel: 01-839 4572

Cartwright Hopkins

FINANCIAL SELECTION AND SEARCH

CORPORATE FINANCE

Thames Valley

£25,000 + Benefits

Our client, a major international company and world leader in a number of applied technology industries, is presently experiencing rapid expansion both organically and by acquisition. To complete a high profile management team, there is an immediate requirement for a dynamic individual to join the company's corporate finance group.

Candidates should be graduates who qualified with a "Big 8" firm and have a minimum of 18 months post-qualified experience. The successful applicant is likely to be an excellent communicator with the ability to liaise effectively with Senior Executives and Main Board Directors. A good analytical mind and micro computer experience are essential.

Reporting directly to the Group Finance Director, the wide ranging activities of this team centre on acquisition appraisals and executions, as well as a variety of corporate finance issues.

In addition to a substantial salary and large company benefits, relocation expenses will be paid where appropriate. Interested applicants should contact Stephanie Warren on 01-437 0464, or write enclosing brief details to the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place Leicester Square London WC2H 7BP
Telephone: 01-437 0464

STRATEGIC FINANCIAL MANAGEMENT

Computer Industry
North West

Our client is a £200 million turnover marketing led company supplying, integrating and servicing computer based business solutions to the UK market. Their reputation for high quality customer service and support coupled with an aggressive commercial strategy support their aim to be UK market leaders with strength in the European market by 1992. A key area of business operations is the £160 million turnover Product Sales Division which, following reorganisation and relocation, seeks to strengthen the senior management team.

FINANCE DIRECTOR £45,000 + Car + Equity Options

The Finance Director will play a leading role in the commercial development of the business through the implementation of strict financial controls, strategic planning and commercial decision making. As the division is regarded as crucial in terms of corporate development the postholder will also represent the business to financiers, city analysts and professional advisers.

The successful candidate will possess outstanding technical skills, commercial awareness and interpersonal skills coupled with the ability to direct a rapidly growing business. He or she will also possess the drive and ambition necessary to direct a £500 million turnover business by 1992.

FINANCIAL CONTROLLERS £30,000 + Car + Benefits

Financial Controllers are required for two of the business units within the Product Sales Division. Reporting to the Unit Directors and to the Finance Director, the positions will carry responsibility for the commercial interpretation of financial information and the day to day financial control of the business.

Candidates, probably aged 28-35, will be qualified accountants with a track record of achievement in a fast growing business. Personal drive and strength of character are essential in order to take advantage of outstanding career prospects within financial and general management.

These are high profile roles within a rapidly growing business and therefore the company provides a highly competitive salary and benefits package with relocation facilities where appropriate.

Interested applicants should send a comprehensive career résumé including salary history and daytime telephone number, quoting reference 2944, to Peter Hornby, Executive Selection Division.

Touche Ross

P.O. Box 500, Abbey House, 74 Mosley Street, Manchester M60 2AT.
Telephone: 061-228 3456.

MANAGER, FINANCIAL PLANNING AND ANALYSIS

Brussels

ACA, MBA, ACMA

Outstanding Expatriate Package

Our client is a highly profitable US Multinational with worldwide manufacturing and sales operations within the automotive industry.

An opportunity has arisen in a new area with responsibility for strategic analysis and financial forecasting. This high profile role encompasses the company's European, African and Middle Eastern activities and involves extensive liaison with marketing and operations management.

Aged between 28 and 35 the successful candidate will be able to demonstrate a proven track record within a multinational organisation. A creative and pro-active

approach, together with a willingness to travel to a variety of the company's European operations, will provide the basis of a future career within international general management.

Benefits include a high-base salary, substantial bonuses and company car. Fluency in French or another European language is desirable.

If you are interested in discovering more about this outstanding opportunity please telephone David Ryves in London on 01-437 0464 or Simon Malloni in Brussels on 010-322-512-6642, or outside working hours on Brussels 010-322-763-1478.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place Leicester Square London WC2H 7BP
Telephone: 01-437 0464

SOUTHAMPTON FINANCIAL ANALYST - ENEG - MULTINATIONAL COMPANY

Recently or part qualified candidate with strong financial planning and forecasting skills, required to control and supervise management reports, develop on-line information systems and take responsibility for consolidation and statutory accounts.

TREASURER - ENEG - MULTINATIONAL COMPANY

Qualified candidate with cash management, foreign currency hedging and credit control experience required to form and control treasury strategies and manage a staff of approx 6 members.

For more details and to set up an appointment call Pauline Godley at Merit Recruitment on Basingstoke (0256) 471506

ACCOUNTANTS FOR BANKING

ACA for American bank. 23-27 years, newly qualified/up to 3 years post-qualification experience. The successful applicant will have trained with one of the large firms and now wish to make a career in banking. Must have the potential to progress to management at an early stage. Salary £23,000 with excellent fringe benefits including mortgage subsidy.

Part-qualified accountant for Project Team in international bank. The tasks are varied and interesting and there are opportunities to progress. 22-27 years. Salary to £18,000 plus bonus and mortgage subsidy.

Please telephone Shelagh Ansell on 01-583 1661 or send cv to her in confidence: ASB INTERNATIONAL RECRUITMENT, Fleet Street, London EC4Y 1BE.

Appointments Advertising Appears on Wednesday and Thursday 247 s.c.c. Premium Positions 257 s.c.c.

EXECUTIVE, FINANCE AND MARKETING

wanted by expanding publishing firm based in Hertfordshire. A rapidly growing role for the right person. £17,000 plus PROFIT SHARE plus CAR plus PENSION. Apply with CV to The Chairmans, Ringross Ltd, Gyrilla House, Letchworth, Herts.

Accountancy Personnel Placing Accountants First

REGIONAL ACCOUNTANT HIGH PROFILE HIGH WYCOMBE £23,000 + Car

Our client is a major division of the largest independent UK Office equipment distributor. As a result of strong growth, both from organic development and acquisition, a young Chartered Accountant is required. He/she will report directly to the Divisional Finance Director and be functionally responsible for financial administration in a region consisting of 5 independent profit responsible operating companies. Candidates must be:- Computer Literate Good at effective communication Commercially aware In return the company offers an excellent salary package and the potential for career development within the group.

For further details contact: Accountancy Personnel, 27 Crandon Street, High Wycombe, Bucks HP13 8LL. Tel: 0494 463822

SHARPER ACCOUNTANTS BAKER TILLY YOUNG CORPORATE TAX MANAGER - U.K. + U.S.

London £25,000 + Car

For further details contact: The Public Practice Consultant, Accountancy Personnel, 110 Strand, WC2R 0AA. Tel: 01-579 6716

This challenging position centres around a varied portfolio of UK companies of large and medium size, which require substantial tax planning. In addition there will be opportunities of involvement on personal tax including partnerships. No existing experience is necessary on U.S. tax as full training will be given. The successful candidate will be intelligent and articulate and be capable of dealing with clients at board level. Candidates should be ACA qualified and ideally have completed AT1.

TRAFALGAR HOUSE DEVELOPMENTS SW1

ACCOUNTS/APPRISALS £Negotiable

For further details contact: Accountancy Personnel, 6-8 Glen House, Stag Place, SW1E 5AG. Tel: 01-828 7555

A unique opportunity within one of the world's most prestigious groups. Not just a straight-forward accounting role, this position within their successful property division requires excellent knowledge of computerised financial systems (incl. FLS/EPIS) plus the ability to liaise at all levels. A general accounting background is beneficial, but there is extensive involvement with appraisals, feasibility studies, investigative work and collection and presentation of information. Also, being part of the Trafalgar Management Group, prospects are excellent as to the remuneration and benefits package.

Financial Controller

...change management in FMCG

£24,000 + car + bonus South Yorkshire

Our client is a major division of a rapidly growing £80m t/o PLC, with ambitious targets for improved earnings growth and ROCE. At an exciting stage in their development, a need has arisen for an energetic and able Financial Controller to head the finance function.

Reporting to the Managing Director, you will be responsible for all aspects of financial management and administration. Key areas include investment appraisal, performance evaluation, business analysis, financial planning and the development of existing computerised reporting systems.


Probably in your 30's, you will be a qualified Accountant with a self-evident record of achievement in a fast-moving manufacturing and/or distribution environment. You thrive on the commercial challenge of a profit orientated organisation and expect to be involved in the broader issues, and in overall business management.

The attractive remuneration package is as indicated, and includes generous assistance with relocation. Career prospects are outstanding. Please write - in confidence - with full details. Neil McLaughlin, ref. B.65004.

MSL International (UK) Ltd, Oak House, Park Lane, Leeds LS3 1EL.

Offices in Europe, the Americas, Australasia and Asia Pacific

MSL International


MAXWELL PERGAMON PUBLISHING CORPORATION plc
FINANCE DIRECTOR
Oxford **£35,000 + car**
Pergamon Press Plc is the world's leading integrated multimedia publisher in the field of science, technology and medicine, engineering and patents.
It now seeks an outstanding self-starting accountant to further develop effective controls and provide commercial guidance to aid in the profitable growth of the business.
The ideal candidate will be an ambitious qualified accountant aged around 35, with a background within scientific, technological or medical publishing. They will also possess good interpersonal and technical skills, particularly in the development of computerised management information.
Please reply in confidence with a comprehensive curriculum vitae including details of current remuneration and a daytime telephone number to D.E. SHRIBMAN.

HUDSON SHRIBMAN
 VERNON HOUSE SICILIAN AVENUE LONDON WC1A 2QH TEL: 01-831 2323

AUDITORS

COMPUTER AUDITOR **£25,000 + Car**
 International insurance company, excellent prospects to the top. AN01200

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 Heading a team with this international, rapidly expanding company AN01199

SENIOR INTERNAL AUDITOR **£20,000**
 Prestigious manufacturing company, rapid career development for high flyers. Excellent opportunity. AN0224

MANAGEMENT CONSULTANCY AND AUDIT **£10,000 + Car Neg**
 An auditing role with a difference. Liaison at all levels, taking a senior role within this major international group you will be based in Gloucestershire AN0248


TRAINEE PACKAGE - INTERNAL AUDITOR **£12,000 Neg**
 Junior, career orientated with an enthusiastic approach. Already part qualified you will want to specialise into this area of accountancy with this million £ turnover company. AN0206

PRACTICE AUDITORS - VARIOUS CHARTERED ACCOUNTS
 Fully Negotiable

All positions offer relocation and excellent company benefit packages. These are a selection of current positions which are based in Wiltshire, Gloucestershire, Derby and Bristol. We do of course have numerous other qualified and part-qualified positions available.

Accountancy Network
 Call Connie Jessop 0793 612222

5 North Street BRISTOL BS1 4AA Telephone 253000
 101 Commercial Road SWINDON SN1 5PL Telephone 612222
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 Governor Gardens House 37 Governor Gardens LONDON SW1V 0SS Telephone 51 829 8884


The Media Agency
FINANCIAL DIRECTOR

Following our recent rapid growth, Michael Jarvis & Partners are looking for a full-time Financial Director to manage the Finance, Accounting and Administration functions and to help our continued expansion through to a successful flotation and beyond.

MJP is one of the largest International Media Independents with group billings of over £30 million, and operations in London, the USA and Europe. Since we started in 1978 we have built up a leading reputation in planning media across International borders.

The successful candidate will be qualified accountant with at least 4 years experience in a senior financial function in the advertising or media buying industries. Reporting to the Managing Director, the Financial Director is expected to take responsibility for all the financial aspects of the company; to contribute to policy formation on the board of the company; and to play a major role in the day to day running of the business. Salary and benefits are negotiable but will reflect the importance of the contribution the Financial Director will make.

Please write with a detailed C.V. and a letter describing why you would be suited to the job, to Michael Jarvis at MJP, Broadway House, 2-6 Fulham Broadway, London SW6 1AA.

Influential Audit Roles
 IN A MAJOR FINANCIAL GROUP

Imperial Trident Life is part of the international Laurentian Group with worldwide assets of over £4 billion. The UK interests include life assurance, unit trusts, investment management, banking and property management. As the result of expansion and internal promotion we are seeking two ambitious professionals to join the Internal Audit division. From early in 1989 this will be located in our prestigious new corporate headquarters at Barnwood on the outskirts of Gloucester. The group is also investing substantial sums in Information Technology in order to position itself at the forefront of the market place.


COMPUTER AUDITOR
 The right candidate will have a sound understanding of all aspects of a D.P. environment with good experience of IBM/ICL installations. You will have the opportunity to consult closely with top computer professionals throughout the systems development cycle.

INTERNAL AUDITOR
 This post will suit a qualified accountant in the profession seeking the first move into commerce or an individual who is already a member of a progressive internal audit function. Assignments will cover management audit, internal consultancy as well as appraisal of group financial systems and controls.

Applicants for both positions should possess well developed communications skills—both written and oral—and a determined but flexible approach to achieving results. There are excellent prospects of advancement for high calibre professionals.

Attractive salaries will be offered and there are excellent terms and conditions of employment including relocation assistance to the Gloucester area.

Please write with comprehensive career details to:
 Alan Austin, Personnel Director, Imperial Trident Life Limited,
 London Road, Gloucester GL1 3LE. Or telephone Lesley Vick
 on 0452 508500 for an Application Form.


IMPERIAL TRIDENT

Financial Controller
 North East **c. £20,000 + Car**

The finance function is in the process of being centralised onto one site and the appointee will be responsible for ensuring that appropriate systems are in place to ensure timely and accurate information is supplied to the executive directors, group financial controller and divisional managers. Additionally, responsibility for the operation of the finance department, development of strong communication links with departmental and divisional managers, and the provision of commercial input to the company's plans are all requirements of the position.


The successful applicant will be a chartered accountant, aged 30 to 35 and possessing strong commercial, technical, management and communication skills. Experience in contracting and a knowledge of PC based accounting systems will be an advantage.

Projects Accountant
 North East **c. £15,000 + Car**

With the current reorganisation of the finance department there is a need to review critically the existing systems, recommend improvements and undertake the implementation of the changes. In addition a review of the medium term computer requirements of the company will be required in order to identify the most appropriate strategy to be followed. The appointee will also assist the group financial controller with various ad hoc assignments and undertake an internal audit role.

The successful applicant will be a chartered accountant aged 25 to 30 with good communication skills, a working knowledge of computer systems and a willingness to travel.

Please reply giving career, personal and salary details to:
 Nigel Towers, Arthur Young Management Consultants,
 Northam House, 12 New Bridge Street West, Newcastle upon Tyne NE1 8AD.


Arthur Young Management Consultants
 A MEMBER OF ARTHUR YOUNG INTERNATIONAL

Head of Financial Services
c £25,000 - £27,000

On 1st April 1989, Sunderland Polytechnic enters a new challenging phase of corporate status, independent from the local authority system.

In anticipation of this development a new key post has been created to head an expanded Finance Department. The successful candidate will be responsible to the Rector for the full range of financial services, playing a leading role in the development and implementation of all aspects of our financial policies.


We are seeking applications from candidates who preferably fit the following profile:

- are qualified graduate accountants with vision, drive and an ability to adapt readily to change;
- have substantial general commercial accounting experience at a senior level;
- have the ability to lead the Finance Department handling a turnover of approximately £20 million in a professional and entrepreneurial manner;
- have an ability to relate positively to the needs of colleagues.

Further particulars can be obtained from the Personnel Officer, Sunderland Polytechnic, Langham Tower, Ryhope Road, Sunderland SR2 7EE, or telephone (091) 567 6231 Ext. 11.

Deadline for receipt of applications: Friday, 15th July, 1988. (Applicants please note the intention to hold interviews during the second week in August, 1988).

Relocation assistance available in appropriate cases.


SUNDERLAND POLYTECHNIC

FINANCE DIRECTOR (DESIGNATE)
 North Derbyshire **£20,000 to £25,000 + Car + Bonus + Share Options**

Our client is a market leading group of companies involved in the design and manufacture of high technology specialist capital equipment. With a turnover of around £7m the group market their products to around 100 countries worldwide and can demonstrate an enviable record of growth (both organic and by acquisition) and profitability.

The role of Finance Director (Designate) is a key appointment within a highly skilled and professional management team. As such the successful appointee must be able to display powerful skills of commercialism, communication and management.

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Interviews will be held in London on July 14 and 15. Send replies with CVs - which will be treated in total confidence - to Holcom Futures C/O Woodside, 37 Bedford Square, London WC1B 3EG.

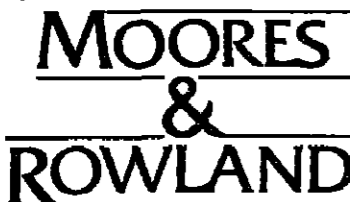
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Please send a full C.V. with handwritten covering letter to Mr. R. N. Collier quoting reference: L474.


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FOR ACCOUNTANTS

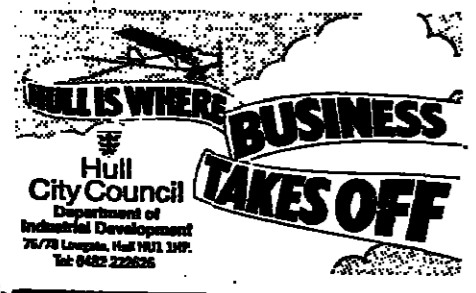
FINANCIAL CONTROLLER THAMES VALLEY TO £25,000 PLUS CAR

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SECTION II - COMPANIES AND MARKETS FINANCIAL TIMES

Thursday June 30 1988



General Motors top management in big shake-up

BY ANATOLE KALETSKY IN NEW YORK

GENERAL MOTORS, the leading US automotive group, has announced a series of senior management changes which seem to set the framework for an eventual competition among the company's top executives for the chairmanship. Mr Roger Smith, the current chairman is due to retire in 1990.

The new appointments also confirm a return to GM's traditional system of promoting senior executives along a well-defined management hierarchy, after a period when a small number of prominent outsiders appeared to be gaining influence.

Four top executives were particularly favoured in Tuesday's appointments. Mr Alan Smith, executive vice-president (EVP) for finance, was named EVP in charge of operating and public affairs staffs. Mr Robert O'Connell, vice president for finance, was promoted to EVP for finance. Mr John Smith, president of GM Europe, was appointed EVP in charge of foreign operations and Mr William Hoglund, head of the Buick-Oldsmobile-Cadillac group,

was made EVP in charge of a new power products and defence group.

Mr Alan Smith, Mr John Smith, Mr Hoglund and Mr Robert Stempel, GM's president, are generally considered to be the leading contenders for Mr Roger Smith's top job as chairman. None of the Smiths are related.

The appointments follow the resignation on Monday of Mr Elmer Johnson, the only top-level GM executive to have been drawn from outside the ranks of the company's own managers. Mr Johnson joined GM in 1983 after a long career as a corporate lawyer in Chicago. He was recruited by Mr Roger Smith with the express purpose of adding an "outsider's view" into GM's highly structured managerial hierarchy.

Mr Johnson resigned on Monday as EVP for operating and public affairs staffs, after letting it be known through friends that he had found it hard, as an outsider, to work within the GM system.

Sharp recovery at Opel, Page 15

Eaton heads GM Europe

BY KEVIN DONE IN LONDON

GENERAL MOTORS has appointed Mr Robert Eaton president of General Motors Europe, its West European passenger car operations, as part of a series of top management changes in the corporation.

Mr Eaton, who played an important role in GM's purchase of Lotus in the UK two years ago, is an engineer by background and has largely filled engineering functions during his career with GM.

Currently a vice-president and group executive of GM's Technical Staffs in Detroit, he will replace Mr John Smith, who has

been president of GM Europe for little more than a year. The appointment takes effect from tomorrow.

Mr Smith joined GM Europe in February 1986 when the organisation was established in Zurich to co-ordinate all GM's car operations in Europe, including its Adam Opel subsidiary in West Germany and Vauxhall in the UK.

GM Europe staged a dramatic recovery last year and accounted for 36 per cent of GM's profits on only 14.5 per cent of group turnover.

Ambrands sued over junk bond plan

BY JAMES BUCHAN IN NEW YORK

FOUR BIG Wall Street investors in junk bonds have sued American Brands, the tobacco, spirits and financial services group, to try to prevent it transferring \$1.5bn in bonds to a less credit-worthy company.

The suit, which signals a growing activism among big holders of these low-grade corporate bonds, asks a New York court to block American Brands' planned sale of part of its E-II Holdings business - and with it \$1.5bn in junk bonds - to a company owned by Mr Meshulam Riklis, the entrepreneur.

The bonds were raised on behalf of E-II by Drexel Burnham

Lambert, the powerful Wall Street firm best known for its hold of the junk bond market under Mr Michael Milken, its master financier. The lawsuit marks signs of dissension amid the close-knit circle of buyers of Mr Milken's issues.

Among the four plaintiffs, which say they own about a third of the E-II bonds, is Columbia Savings & Loan, a Beverly Hills thrift institution with large holdings with Mr Milken. The other three are Forstmann Ltd, the New York fund manager, Prudential Insurance and CNA Insurance.

The four institutions say the proposed transfer has already wiped 82c off their holdings. They claim that American Brands misled bondholders in January by saying they would operate E-II as a subsidiary. American Brands retorts that it never promised to guarantee the bonds.

The bonds were issued by E-II to finance a takeover attempt on American Brands itself last winter. American Brands responded by taking over E-II, and the bondholders hoped that the conglomerate's higher credit rating would lead to a rise in the bonds' prices. They rejected an American

Motown Records sold to bankers group for \$61m

BY OUR NEW YORK STAFF

MOTOWN RECORDS, the label that brought black soul music into the main stream of American culture, has been sold for \$61m to a group of white Boston investment bankers and MCA.

The label, which created legions of black recording stars and was once the largest black-owned business in the US, will be owned 80 per cent by Boston Ventures, an ambitious young investment firm specialising in management buy-outs in the media business.

The remainder will be held by MCA, the film and entertainment conglomerate which has revenues from the record business of \$480m.

The deal, which was completed on Tuesday, follows long talks with Mr Berry Gordy, the Detroit carworker who founded Motown with just \$800 in 1959.

At its heyday in the late 1960s, artists such as Diana Ross and the Supremes, Marvin Gaye and the Four Tops were belting out hits faster than any label before or since.

But after 1971, when Mr Gordy moved the business from the Motor City to Los Angeles to concentrate on film, the label declined. Annual revenues are thought to be less than \$50m.

The key to the deal is a huge catalogue of music from Motown's glory days, thought to number more than 15,000 master recordings.

Although Mr Gordy has exploited the catalogue on compact disc, Boston Ventures and MCA believe this gold mine can be worked over more thoroughly.

Mr Gordy is retaining Motown's film and music publishing divisions.

MCA and the Boston firm, best known for backing the successful \$1.1bn buy-out of Metromedia in 1984, are seeking a black chief executive to help attract new recording talent.

Motown's main artists - Stevie Wonder, Smokey Robinson and Lionel Richie - are expected to stay with the label.

Dingman acquires stake in Henley unit

BY RODERICK ORAM IN NEW YORK

MR MICHAEL DINGMAN, chairman of Henley Group, the acquisitive California holding company, has taken a big step towards gaining personal control of one of its subsidiaries in a deal which might raise questions from the parent company's shareholders.

He has paid \$103.9m for a 17.2 per cent stake in Henley Manufacturing, an industrial and special chemicals and car parts company spun off by Henley Group late this year. The price was \$3 a share compared with a closing price of Henley Manufacturing on Tuesday of \$43.

The sellers were three companies - Saxonglen and Three Seas, both of Curacao, and Bas-

sak of Bermuda - owned by Mr Toufic Aboukhatir and Mr Said Khoury, Lebanese businessmen based respectively in Monte Carlo and Kuwait.

The two had built up their stake from a small initial holding in Henley Manufacturing which they received when 45 per cent of its shares were spun off to Henley Group shareholders as a special dividend last December.

The distribution was part of continuing efforts to improve shareholder values and raise money for Henley Group's acquisitions. Earlier this year it failed to take over Santa Fe Southern Pacific, the US railroad and natural resources group.

The share purchase increased Mr Dingman's stake in Henley Manufacturing to 20.9 per cent. "I shall actively explore the feasibility of acquiring the entire equity interest in the company," he said.

He is discussing with Henley Group the exercise of an option the parent company granted Henley Manufacturing at the time of the spin off. The subsidiary has the right to buy for \$113.5m the 51.8 per cent of its equity held by the parent. If bought, the shares would be retired by Henley Manufacturing, boosting Mr Dingman's personal stake in it to 43.5 per cent.

The option values Henley Manufacturing's shares at just

UK pensions fund code

BY ERIC SHORT, PENSIONS CORRESPONDENT, IN LONDON

INVESTMENT by UK company pension schemes in their parent companies in any form is unhelpful and undesirable, according to a report published today by the Investment Committee of the National Association of Pension Funds.

The report puts forward a code of best practice for trustees of pension funds, advising that such funds make no further self-investment and should dispose of any existing investment in the parent company.

Company pension schemes are established under trust, one aim

Offer 'likely for Pullman'

BY OUR FINANCIAL STAFF

THE PULLMAN Company, a US manufacturer of truck trailers, aircraft seats and industrial equipment, said a group led by Mr Thomas Begel, chairman and chief executive, is considering making a proposal later this week to acquire the company for an expected \$7.50 a share or a total of \$308m.

The news triggered a rise in the New Jersey-based concern's

Quaker State bid dropped

BY OUR FINANCIAL STAFF

SHARES IN Quaker State, a leading US marketer of motor oil, dropped in early trading yesterday following the withdrawal of a \$675m or \$28.50 per share takeover bid by Ardshiel, a little-known New York-based investment firm.

Ardshiel indicated it was withdrawing its offer because of Quaker State's policy of silence concerning Ardshiel's proposal to

acquire the company on a negotiated basis.

Ardshiel said it reserved the right to buy or sell, in open market or private transactions, Quaker State stock and to make another proposal to acquire the company at a future date.

The bid was announced in April, with Ardshiel leading an investor group.

At Tuesday's close, Quaker State's shares closed at \$23.

This announcement appears as a matter of record only.

29th June, 1988

SAPPORO BEER

SAPPORO BREWERIES LIMITED

U.S. \$300,000,000

4 1/8 per cent. Bonds due 1993

with

Warrants

to subscribe for shares of common stock of Sapporo Breweries Limited

Issue Price 100 per cent.

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Merrill Lynch International & Co.	Mitsui Finance International Limited
Mitsui Trust International Limited	J.P. Morgan Securities Asia Ltd.
Morgan Stanley International	New Japan Securities Europe Limited
Nippon Kangyo Kakumaru (Europe) Limited	Norinchukin International Limited
Prudential-Bache Capital Funding	Satsuma Finance International Limited
Salomon Brothers International Limited	Sanwa International Limited
Sanyo International Limited	SBCI Swiss Bank Corporation Investment banking
J. Henry Schroder Wagg & Co. Limited	Shearson Lehman Hutton International
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This announcement appears as a matter of record only.

29th June, 1988

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4 1/4 per cent. Guaranteed Notes 1993

with

Warrants

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The Notes will be unconditionally and irrevocably guaranteed by

The Sanwa Bank, Limited

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Banque Paribas Capital Markets Limited	Baring Brothers & Co., Limited
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Fuji International Finance Limited	HandelsBank NatWest (Overseas) Limited
Kuwait International Investment Co. s.a.k.	Leu Securities Limited
Morgan Stanley International	Nippon Kangyo Kakumaru (Europe) Limited
Sanwa International Limited	Sanyo International Limited
SBCI Swiss Bank Corporation Investment banking	Taiheyo Europe Limited
S.G. Warburg Securities	

INTERNATIONAL COMPANIES AND FINANCE

Deutschebank to retain Fiat stake

By Alan Friedman in Turin

DEUTSCHEBANK has decided to become a permanent shareholder in Fiat, the Italian motor group, by treating as a "permanent participation" the 2.5 per cent equity stake it has had on its books since the 1986 international placing of Fiat's shareholding in Fiat.

time that he thought the German bank's decision on whether to maintain its stake would depend on market conditions and tax considerations. Yesterday, Mr Agnelli made public part of Mr Herrhausen's letter in which Deutschebank explained the decision to become a permanent shareholder "in the light of the European development and the political objective of creating a single internal market by 1992."



Gianni Agnelli: backs creation of European Central Bank

ment sectors that could result in a swap of assets. Fiat's Telettra telecommunications subsidiary has had "contacts" with the Matra group of France that could result in a joint venture. Mr Agnelli also said he was in favour of the creation of a European Central Bank and criticised implicitly the position of Mrs Margaret Thatcher, who has opposed the project.

Massa to raise DM250m via rights

By Halg Simonsen in Frankfurt

MASSA, THE West German discount stores chain, which is now closely linked to the Asko stores group, plans a one-for-four rights issue of 750,000 new shares. At yesterday's closing price of DM235.50, the issue would raise just over DM250m (\$199m).

Sharp recovery at Opel

By Andrew Fisher in Frankfurt

ADAM OPEL, the West German subsidiary of General Motors of the US, turned in a sharply improved result last year, with net profits of DM472m (\$266m) after a loss of DM142m in 1986, and expects this year's figure to be at least as high.

some 53,000 people. Like other German car companies, Opel has invested large sums to keep down production costs and develop new models, and is investigating how to operate its plants more productively.

could be saved by natural wastage, including 1,400 at Bisselsheim where some 30,000 people are employed. He declined to comment on estimates of as many as 5,000 job reductions. Mr Heller expressed the fear that up to 9,000 jobs could go through non-replacement of those leaving.

Torras Hostench to issue new bonds

TORRAS HOSTENCH, the Spanish paper group controlled by the Kuwait Investment Office, is to issue up to Ptas50bn (\$417m) in new bonds and carry out a share split over the next three years.

Euroc to sell Dynapac unit to Compenta

By Sara Webb in Stockholm

EUROC, THE Swedish building materials and trading group, has agreed to sell Dynapac, its building equipment business, for SKr500m (\$80.4m) to Compenta, a Swedish heavy engineering group.

Dividend payment for Banca Nazionale del Lavoro

In accordance with the resolutions made at Shareholders' Meeting of the Banca Nazionale del Lavoro on 30/4/1988, the dividend relative to the financial year 1987 will be paid as from 17/5/1988.

The payment of a gross dividend of L. 800 on savings shares and of L. 133,699 on the savings shares with dividend rights accruing from 1/11/1987 - increased by the share of dividends pertaining to the savings shares owned by the Bank - will be made against presentation of coupon no. 5 at all the branches of Banca Nazionale del Lavoro, and also at the following banks:

YOKOGAWA ELECTRIC CORPORATION

Warrants to subscribe for shares of Common Stock of Yokogawa Electric Corporation issued in conjunction with an issue of U.S. \$100,000,000 2 1/4 per cent. Bonds due 1992 with Warrants.

Pursuant to Clause 3 (xii) of the Instrument dated 10th August, 1987 under which the above Warrants were issued, notice is hereby given as follows:

- 1. On 10th May, 1988 the Board of Directors of the Company resolved to make a free distribution of shares of its Common Stock to shareholders of record as of 30th June, 1988 at the rate of 0.11 new shares for each share held.

Yokogawa Electric Corporation 9-32, Nakacho 2-chome, Musashino-shi, Toyko, Japan

30th June, 1988



INCORPORATED AS AN ISTITUTO DI CREDITO DI DIRITTO PUBBLICO IN THE REPUBLIC OF ITALY

DIVIDEND PAYMENT FOR THE FINANCIAL YEAR 1987

In accordance with the resolutions made at Shareholders' Meeting of the Banca Nazionale del Lavoro on 30/4/1988, the dividend relative to the financial year 1987 will be paid as from 17/5/1988.

The payment of a gross dividend of L. 800 on savings shares and of L. 133,699 on the savings shares with dividend rights accruing from 1/11/1987 - increased by the share of dividends pertaining to the savings shares owned by the Bank - will be made against presentation of coupon no. 5 at all the branches of Banca Nazionale del Lavoro, and also at the following banks:

- BANCO DI NAPOLI, BANCO DI SICILIA, BANCO DI SARDEGNA, ISTITUTO BANCARIO S. PAOLO DI TORINO, MONTE DEI PASCHI DI SIENA, BANCA COMMERCIALE ITALIANA, CREDITO ITALIANO, BANCO DI ROMA, BANCA POPOLARE DI NOVARA, BANCA POPOLARE DI MILANO, BANCA POPOLARE DI BERGAMO, CASSA DI RISPARMIO DELLE PROVINCE LOMBARDE, CASSA DI RISPARMIO DI TORINO, CASSA DI RISPARMIO DI ROMA, BANCA NAZIONALE DELL'AGRICOLTURA, NUOVO BANCO AMBROSIANO, BANCA CATTOLICA DEL VENETO, BANCO DI SANTO SPIRITO, BANCA TIBURTINA DI CREDITO E SERVIZI, MONTE TITOLI.

The dividend on the ordinary shares, special saving shares and on saving shares with other entitlements to dividends, can only be cashed at the branches of Banca Nazionale del Lavoro.

All of these securities having been sold, this advertisement appears as a matter of record only.

20,000,000 Shares

Empresa Nacional de Electricidad, S.A. (National Electric Company)



6,000,000 Shares

14,000,000 American Depositary Shares

Representing 14,000,000 Shares

This portion of the offering was offered outside the United States and outside the Kingdom of Spain by the undersigned.

This portion of the offering was offered in the United States by the undersigned.

- Goldman Sachs International Corp. S. G. Warburg Securities Baring Brothers & Co., Limited SBCI Swiss Bank Corporation Investment banking Banco Espanol de Credito, S.A. Banco Hispano Americano, S.A. Bilbao Merchant Bank Cazenove & Co. County NatWest Limited Daiwa Europe Limited Hoare Govett Limited Nomura International Limited J. Henry Schroder Wegg & Co. Limited Union Bank of Switzerland (Securities) Limited Julius Baer International Limited Bayerische Hypotheken- und Wechsel-Bank Lombard, Odier International S.A. Trinkaus & Burkhart KGaA Vereins- und Westbank

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International Coordinator Goldman, Sachs & Co.

Handwritten signature in Arabic script

INTL. COMPANIES AND FINANCE

RESPONSE TO HAY DAVISON PROPOSALS

HKSE acts to reshape committee

BY DAVID DODWELL, IN HONG KONG

HONG KONG'S stock exchange committee - which was the butt of blunt criticism in the recently published review of the local securities industry led by Mr Ian Hay Davison - yesterday moved to pre-empt government-directed reform by announcing plans to recommend a widening of the committee's make-up.

The plans, which will be put to an extraordinary meeting of stock exchange members on July 20, represent a substantial shift from initial stiff resistance to proposals in the Hay Davison report that seats on the committee should be given to corporate member firms as well as to people outside the industry.

Until now the committee has been made up of individual broker members of the exchange.

The Hay Davison report com-

plained that the stock exchange committee had acted as "an inside group that treated the exchange as a private club," and recommended these changes as a crucial first step to making the exchange more accountable to the interests of investors.

Voluntary action by the exchange authorities is intended to repair the battered authority of the governing body and protect the principle of self-regulation that would be threatened if the Government forced reform by legislative means.

Mr Robert Fell, who after the October crash was drafted in as the exchange's chief executive, said yesterday: "If we don't get a favourable result from the July 20 meeting, it will be a very black day for the stock exchange." The recommendation would require support from 75

per cent of members present and voting at the EGM.

He added: "It is quite clear that the Government will bring in legislation if we do not move ourselves. Our seizing the initiative now is the best indication that we intend to take Davison at his word. He said self-regulation should continue in Hong Kong, and we intend to demonstrate that we can do this effectively. We resent and reject the suggestion that the stock exchange cannot get ahead with things on its own."

In a letter to stock exchange members, Mr Robert Yue, the exchange chairman, argued: "We wish to maintain the authority of the exchange. To do this we must show to government and to the investing public that the exchange does not need government action in the carrying out

of any necessary changes. We must act quickly and we must act decisively."

He added that early reform would place the exchange's ruling body in a stronger position to influence major reforms expected later this year in the Securities Commission that currently acts as government watchdog over the industry.

The Hong Kong Government yesterday welcomed the exchange's "voluntary efforts" to reconstitute the committee. Mr David Nendick, acting Financial Secretary, said that if the Government had to force change by legal means, a new exchange committee would not be in place "until at least the end of the year." Voluntary action would make it possible for a new ruling body to be operative by October, he said.

Surge at Japanese drug groups

SHIONOGI and Tanabe Seiyaku, two Japanese pharmaceuticals companies, yesterday produced solid gains in consolidated net earnings, despite the effects of official medicine price cuts and what both called stiffer competition in the industry.

Shionogi said group net earnings rose 23.9 per cent in the year to March to ¥11.7bn (\$90.6m) on sales up 4.8 per cent to ¥276.5bn. Net earnings per share came to ¥33.78, up from ¥27.81.

Tanabe Seiyaku said consolidated net earnings in the 11 months which ended in March were ¥8.64bn against ¥5.82bn in the previous full year. Tanabe changed its year-end to March 31 from April 30.

Per share net earnings came to ¥26.51, compared with ¥27. During the abbreviated fiscal year, Tanabe Seiyaku's sales totalled

¥197.4bn, well above the ¥188.7bn during the full 12 months before.

Shionogi cited the large number of new medicines introduced during its latest fiscal year and "the spread of medical cost-cutting policies of the past few years" as causing increased competition among pharmaceutical makers, but noted that demand was helped by the ageing of the Japanese population.

It forecast that net earnings would rise to around ¥12bn in the current year, on sales of about ¥300bn.

Tanabe Seiyaku also cited a flood of new medicines as squeezing sales during the latest reporting period. The company noted pressure on revenues from the medicine price cuts carried out by the Japanese Health and Welfare Ministry during the period. The company said revenues

were helped by brisk sales of its newly introduced Hexabrix, used in treating afflictions of blood vessel tissues.

Profits were helped by lower costs, because of concentrating on the company's mainline products and increases in productivity. Materials costs were also lower under the influence of the stronger yen, the company said.

Tanabe Seiyaku said it anticipates that net earnings would rise to around ¥10bn in the current year and sales to ¥227bn.

Meiji Seika, Japan's leading confectionery maker - which makes about half its earnings from pharmaceuticals - lifted group net profits to ¥3.06bn in its March year, from ¥2.77bn. Sales were down, however, at ¥286.4bn, against ¥285.8bn. Net earnings per share were ¥7.86 compared with ¥7.14.

Sansui expects improvement after fourth loss

By Ian Rodger in Tokyo

SANSUI, the Japanese audio group, suffered a pre-tax loss of ¥2.4bn (\$18.4m) in the six months to April because of a 23 per cent fall in sales to ¥13.7bn.

This is the fourth year of losses for the group, but the directors expect revenue to rise sharply in the second half and losses to drop, in part due to plant disposals and other special items.

They forecast sales of ¥38bn for the year, up 4.2 per cent, and pre-tax losses at ¥3.8bn, against last year's ¥5.8bn.

Ricoh earnings 55% ahead

RICOH, a Japanese maker of copiers and other business machines, lifted consolidated net earnings in the year to March by 55.4 per cent to a record ¥17.02bn (\$128.3m) from ¥10.95bn, AP-DJ reports from Tokyo.

Sales were ¥674.2bn against ¥592.4bn, with overseas sales ahead 25.9 per cent to ¥255.4bn after a strengthening of production in the US and Europe. Per share net earnings climbed to ¥29.26 from ¥24.20.

Bond Media to sue over Fairfax deal

BOND MEDIA, a quoted offshoot of Mr Alan Bond's Bond Corporation Holdings, said it would take immediate legal action to recover A\$100m (US\$80.6m) it says is owed by Tryart, the vehicle for Mr Warwick Fairfax's A\$2.55bn takeover of the John Fairfax media group, Reuter reports from Perth.

The sum was originally payable

to Tryart's adviser for the bid, Mr Laurie Connell's finance company, Rothwells, Bond Media said. But it was now payable to Bond Media after Rothwells assigned the debt as part security for a loan from Bond Media, the company added.

A senior Fairfax official said Bond had a perfect right to take legal action and that Fairfax, now owned by Tryart, would

hand the case on to its lawyers.

Mr Chris Anderson, editorial director, said: "Our position is that the payment was regarded as a success payment and in our view, the takeover was not a success."

Tryart incurred heavy debts and made divestments after completing the takeover at pre-October crash prices.

ASTALDI S.p.A.

ROME - On 28th June, members of the Astaldi Group S.p.A. gathered at a meeting presided over by Mr. Mario Astaldi (awarded Order of Merit for years of working experience), in order to approve the balance sheet for the year 1987.

In 1987, the Astaldi Group - thanks to the separate initiatives in the various geographical areas - achieved an overall profit of 9 billion lire, after having allowed for depreciations and reserve funds for 33 billion lire and after having allocated and paid taxes for 10 billion lire.

The group's work portfolio amounts to over 1,560 billion lire, with an increase of more than 17%.

The balance of monetary movements in 1987 presented a balance on hand of over 80 billion lire while for the index data characterizing the management of the group, the financial year revealed the following figures (in billions of lire and related to the corresponding 1986 figures):

Total profit - 507 (+5%) of which 240 (+57%) realized in Italy and 267 (-19%) accomplished abroad. Net fixed assets 205 (+46%), profits, depreciations and reserve funds 42 (-25%). The number of personnel engaged reached 7,300 (+4%).

The considerable increase in net fixed assets is due to the working investments in new machinery and equipment (with a notable modernization of the means and facilities) and also financial investments concerning the large new orders acquired.

The Astaldi Head Office has achieved a net profit of 5,976,541,271 lire.

The members present at the Meeting, having acknowledged the requirements imposed by the progress in the production process and the need to make investments, welcomed the Board of Director's proposal and resolved to consign the entire profit to reserve funds without distributing any dividends, thereby ploughing the results back into the company's assets.

Banco Nacional do Desenvolvimento Economico

U.S.\$50,000,000 Floating Rate Notes 1989

Notice is hereby given pursuant to the Terms and Conditions of the Notes that for the three months from 30th June 1988 to 30th September 1988 the Notes will carry an interest rate of 8% per annum. On 30th September 1988 interest of U.S.\$20.76 will be due per U.S.\$1,000 Note and U.S.\$207.63 due per U.S.\$10,000 Note for Coupon No. 37.

EBC Amro Bank Limited (Agent Bank)

30th June 1988.

NEW ISSUE

24th June, 1988



MITSUI & CO. INTERNATIONAL (EUROPE) B.V.

(Incorporated with limited liability under the laws of The Netherlands)

5 per cent. Dual Currency Yen/U.S. Dollar Guaranteed Bonds due 1993

unconditionally and irrevocably guaranteed by

MITSUI & CO., LTD.

Issue Price 101 1/4 per cent. of the Issue Amount

- | | |
|------------------------------------|---|
| Nomura International Limited | Mitsui Finance International Limited |
| Citicorp Investment Bank Limited | County NatWest Limited |
| Fuji International Finance Limited | Kleinwort Benson Limited |
| Morgan Stanley International | Yamaichi International (Europe) Limited |

NEW ISSUE

27th June, 1988



JAPAN SYNTHETIC RUBBER CO., LTD.

U.S.\$100,000,000

4 per cent. Guaranteed Bonds 1993

with

Warrants

to subscribe for shares of common stock of Japan Synthetic Rubber Co., Ltd.

The Bonds will be unconditionally and irrevocably guaranteed by

THE INDUSTRIAL BANK OF JAPAN, LIMITED

Issue Price 100 per cent.

- | | |
|---|---|
| Nomura International Limited | IBJ International Limited |
| BHF-BANK | Yamaichi International (Europe) Limited |
| Daiwa Europe Limited | Morgan Stanley International |
| The Nikko Securities Co., (Europe) Ltd. | SBCI Swiss Bank Corporation |
| Banque Paribas Capital Markets Limited | Baring Brothers & Co., Limited |
| County NatWest Limited | Credit Suisse First Boston Limited |
| DG BANK Deutsche Genossenschaftsbank | Robert Fleming & Co. Limited |
| Fuji International Finance Limited | Kleinwort Benson Limited |
| Merrill Lynch International & Co. | Samuel Montagu & Co. Limited |
| Salomon Brothers International Limited | Société Générale |
| S. G. Warburg Securities | |

These securities have been sold outside the United States of America and Japan. This announcement appears as a matter of record only.

These securities have been sold outside the United States of America and Japan. This announcement appears as a matter of record only.

PRICE WATERHOUSE and the FINANCIAL TIMES CONFERENCE ORGANISATION present

CAPITAL MARKETS WORKSHOP

11-13 JULY - 12-14 SEPTEMBER - 17-19 OCTOBER 7-9 NOVEMBER - 7-9 DECEMBER

The risks involved in trading often complex instruments in the capital markets are very clear and the events of last Autumn make the problems even more immediate. In these workshops a panel of Price Waterhouse and banking industry experts examines the risks and explains how they can be managed successfully.

Table listing speakers for the workshop, including names like Jonathan Britton, Graham Simister, Kevin Lee, Bob Fuller, John Forreth, Morgan Grenfell & Co Limited, Paul Hartley-Watson, Michael Humphreys, Richard Kilbey.



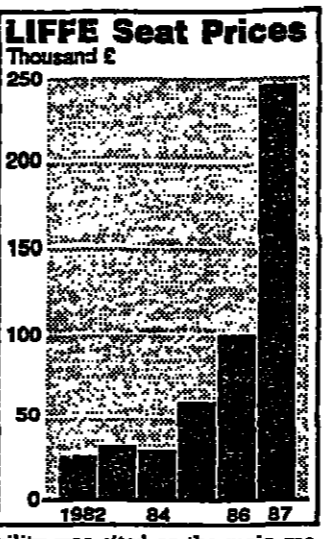
Registration form with fields for NAME, POSITION, COMPANY, ADDRESS, TEL, TYPE OF BUSINESS.

INTERNATIONAL CAPITAL MARKETS AND COMPANIES

Dominique Jackson on recent retreats from London futures trading

Why Exco pulled out of Liffe

THE NEWS that Exco Futures was beating a hasty retreat from the trading floor of the London International Financial Futures Exchange, the second broker to do so within a month, has thrown into relief some of the problems faced by Liffe in adjusting to a new and markedly different phase of development following half a decade of break-neck growth.



LIFFE Seat Prices. The chart shows a significant increase in seat prices over the period from 1982 to 1987, with a peak in 1987.

and to spread daily trade more evenly - UK government gilt futures still account for the bulk of contracts traded - the Liffe board proposed a rights issue which would entitle holders to have an extra trader in any of the less active or newly established contracts.

Dollar gains keep retail investors pinned to sidelines

Financial Times Thursday June 30 1988. In the Netherlands, the Finance Ministry's decision to launch a new 6 1/2 per cent 10 year state loan, despite fears from bond market conditions was seen by many dealers as a sign that the Dutch authorities are moving to borrow before interest rates do rise.

INTERNATIONAL BONDS

three and four year issues by 1/4 per cent to 3/4. Subscriptions closed on a recent \$200m issue for Thailand which was bid at a discount of 2% in the grey market.

Lloyds launches £100m variable rate notes

LLOYDS BANK yesterday issued £100m of subordinated variable rate Eurosterling notes in two tranches, on which the interest rate payable will be set quarterly in advance at a margin above the three month London interbank offered rate.

Placer battle faces delay

A BIDDING WAR for Placer Dome's 25 per cent controlling stake in Falconbridge, Canada's second biggest nickel producer, may be subject to further delay.

NCSC examines disposal rules

THE NATIONAL Companies and Securities Commission (NCSC), Australia's corporate regulator, is seeking comment on whether the law and listing rules are adequate to cope with the sale of a controlling interest in a company by a single shareholder.

FT INTERNATIONAL BOND SERVICE

Listed are the latest international bonds for which there is an adequate secondary market. Closing prices on June 29.

Table of international bonds with columns for country, bond name, amount, bid, offer, and yield.

FLLOATING RATE NOTES

Table of floating rate notes with columns for issuer, rate, and other details.

CONVERTIBLE BONDS

Table of convertible bonds with columns for issuer, price, and other details.

U.S. \$400,000,000 BankAmerica Overseas Finance Corporation N.V. Guaranteed Floating Rate Subordinated Capital Notes Due 1996.

U.S. \$75,000,000 Girozentrale und Bank der osterreichischen Sparkassen Aktiengesellschaft Floating Rate Subordinated Notes Due 1991.

AGRICULTURE SUPPLY INDUSTRIES The Financial Times proposes to publish this survey on 6th September 1988.

Losses widen at Rand London. RAND LONDON, the South African mining associate of NSM, the UK coal group known until recently as Burnett & Hallamshire, sharply widened its pre-tax loss to £10.5m (\$4.5m) for the year to March, compared with just £619,000.

Hochtief loan for Leighton. LEIGHTON HOLDINGS, an Australian construction and property development group, said West Germany's Hochtief, its largest shareholder, would provide it with a facility of up to \$150m for property development projects.

U.S. \$230,000,000 Unsecured Floating Rate Notes due 1989 to 1992. Credit Suisse First Boston Limited Agent Bank.

U.S. \$75,000,000 Comerica Incorporated Floating Rate Subordinated Capital Notes Due 1997. Credit Suisse First Boston Limited Agent Bank.

Italex Limited U.S. \$230,000,000 Unsecured Floating Rate Notes due 1989 to 1992. Morgan Grenfell & Co. Limited Agent Bank.

CFX Credit for Exports PLC U.S. \$155,000,000 Unsecured Floating Rate Notes due 1985 to 1992. Morgan Grenfell & Co. Limited Agent Bank.

Handwritten note in Arabic script: 'هذا هو اصل النسخة'

UK COMPANY NEWS

All-round growth lifts Thorn EMI

BY TERRY DODSWORTH, INDUSTRIAL EDITOR
PRE-TAX PROFITS at Thorn EMI, the diversified UK retailing...

Mr Southgate said that Thorn still intended to sell between 25 per cent and 30 per cent of Immos...



Colin Southgate: change in Immos fortunes
£123.3m against £74.9m. Earnings per share rose by 21 per cent...

Storehouse pays out £599,000 to ex-directors

By Maggie Urry
Two directors - Mr Denis Cassidy and Mr Colin Williams - who left Storehouse...

GEC rises 6% to £708m despite strength of sterling

BY TERRY DODSWORTH, INDUSTRIAL EDITOR
several important acquisitions during the year, and would continue to seek suitable opportunities...

profits, and £102m compared to £95m in telecommunications and business systems...

Lincat to join USM at £7.78m

BY FRONA THOMPSON

Lincat Group, a catering equipment manufacturer, is to join the Unlisted Securities Market via a placing which values the company at £7.78m.

The group's customers are pubs and restaurants, clubs, and canteens in schools, hospitals and factories.

Development Capital, and 869,565 new shares will raise £750,000 for the company. This will be used to reduce borrowings and for expansion.

Sainsbury off to good start

The current year had started well at J. Sainsbury, food retailer, Sir John Sainsbury, the chairman told the annual meeting.

KLP to hold £9m rights issue to finance two US acquisitions

BY DAVID WALLER

KLP Group, independent sales promotion company, is expanding in the US with the acquisition of two companies for a maximum of \$25.6m (£15m).

consumer, market and public opinion research agency known for conducting the California Poll.

receive a second payment of £175,000 and a maximum performance-related payment of £437m payable over the next four years.

Berisford subsidiary launches £75m debenture issue

BY CLARE PEARSON

BRITISH SUGAR, the refining subsidiary of S&W Berisford, diversified industrial and trading group, yesterday raised £75m worth of 25-year funds through an innovative placing in the London bond market.

Concern about the restrictiveness of these covenants has been the main reason why no British industrial companies have borrowed in this form for more than two years, even though it is cheaper than borrowing on an unsecured basis.

The bond has a 10% per cent coupon, payable semi-annually, and a 98.828p per £1 nominal Sugar's debenture, and that issue price.

The crucial difference between the documentation of British and a 98.828p per £1 nominal Sugar's debenture, and that issue price.

Advertisement for GEC Turbine Generators Limited. Features a large image of a turbine generator and text: '900MW - a powerful and efficient newcomer for the 21st century. Following the evaluation of competitive tenders, the Central Electricity Generating Board has awarded GEC Turbine Generators Ltd a contract to design and supply two 3000rpm 900MW steam turbine generators for the first of Britain's new generation of coal fired power stations.'

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UK COMPANY NEWS

Blue Arrow below expectations

BY PHILIP COGGAN

SHARES in Blue Arrow fell by more than 10 per cent yesterday after the employment group announced interim results which were below analysts' expectations.

"very pleased" by the figures. The group's underlying growth rate was around 35 per cent. Mr Berry added that Blue Arrow traditionally earned the bulk of its profits in the second half, although the disparity would be reduced by the purchase of Manpower.

Arrow's profits now come from outside the UK, including 41 per cent from the US. As a result, the weakness of the US dollar knocked around £2m off the interim profits figure. Mr Berry said that he did not expect any major acquisitions this year although the company would probably look for a few specialist employment businesses.

There was an extraordinary credit of £5.15m reflecting the gain on the disposal of the group's building services division. After tax of £10.7m (21.79m) earnings per share were up 42 per cent to 2.4p (1.7p).

See Lex

Buckley's fails to release full-year figures

BY NICKY TAIT

Buckley's Brewery, the South Wales brewery formerly controlled by Mr Peter Clowes and Mr Guy Cramer, yesterday failed to release its widely-expected full-year figures.

ment could not be made last night. Mr Peter Clowes himself resigned as a non-executive director of Buckley's shortly after the liquidation order on Barlow Clowes Gilt Managers was secured. Mr Guy Cramer, who took an executive role at the brewery following the duo's successful £29.2m cash bid last autumn, also stepped down earlier this week.

announced yesterday that Mr Barry Tyler had resigned as deputy chairman and non-executive director. Mr Tyler is a senior dealer at Murray & Co., Birmingham-based stockbroker. Last night Mr Tyler was unavailable for comment.

Emess offered FF7.798.5m for Holophane, topping a Thorn offer. It believed it was assured of success because it has secured signed commitments from shareholders representing 57 per cent of the French company's capital, even though the French takeover panel has declared its hostility to such irrevocable commitments in the middle of an offer period.

See Lex

Emess refused French bid injunction

The French appeal court has refused a preliminary injunction to the UK lighting producer Emess against a ruling by the Paris Bourse rejecting its offer for Holophane, the French lighting and industrial glass group.

The stock exchange authorities have agreed, however, to maintain the suspension of Holophane's shares until the court reaches a decision on the substance of Emess's case, thus effectively freezing the rival offer of Emess's UK competitor Thorn EMI.

in the meantime, Thorn lodged a new unconditional offer of FF912.5m which was registered by the stock exchange. Under French takeover rules Emess would normally be required to exceed this bid by at least 5 per cent. The court imposed costs of FF7254 on Emess.

Racal appointees

Racal Electronics yesterday announced that it had appointed Goldman Sachs as global co-ordinator of October's proposed flotation of its telecommunications division, which principally consists of Vodafone, the mobile telephone company.

Savoy staff speak out

Employees at the Savoy Hotel do not want to be taken over by Trusthouse Forte, it is claimed in a robust letter sent to the Financial Times yesterday, signed by 19 members of staff at the Savoy's flagship hotel in the Strand.

Far East Resources in £17.5m deal

Far East Resources, an oil and gas company which owns rights to explore in the Philippines, is expanding its interest in the area in a deal worth about £17.5m. It will gain control over operation of the concessions in both the North Cebu island and Bondoc areas of the Philippines.

Godwin swings into profit

A YEAR of reorganisation enabled Godwin Warren Control Systems, Bristol-based manufacturer of electronic and computerised control systems, to report a move into profit.

Turnover rose 10 per cent to £9.33m (£8.47m) and after increased tax of £268,000 (£17,000), earnings worked through at 3.3p (1p losses). A maintained final dividend of 1p is recommended, for an unchanged total of 2.2p.

Horace Cory £3.2m purchase

Horace Cory, chemical colour manufacturer, announced the acquisition of Ellis Jones, Stockport-based pigment maker, for £3.2m in cash and shares.

Cory also announced an interim dividend of 0.4p and said that if the offer becomes unconditional in all respects, it would declare a final of 0.75p on the enlarged share capital for the 15 months ending March 31 1989.

North British shares suspended

Shares in North British Steel Group were suspended at 3.30pm yesterday afternoon. The company said that a potential bid approach had been received and an announcement should be made in the next few days.

lish announced a £275,000 loss before tax in the 28 weeks to April 18, with sales down from £7.55m to £6.68m. The company has been reorganising operations but the full benefits of this were unlikely to come through until after August.

DIVIDENDS ANNOUNCED

Table with columns: Company, Current payment, Date of payment, Corresponding dividend, Total for year, Total last year. Includes Crosby (James), GSC, Godwin Warren S, Gresham House, Hardys & Hansons Int, KLP Group, Nesco Invs, Shorliff S, Thorn EMI.

Dividends shown pence per share not except where otherwise stated. *Equivalent after allowing for scrip issue. †On capital increased by rights and/or acquisition issues. ‡USM stock. §Unquoted stock. ¶Third market.

BOARD MEETINGS

Table with columns: Company, Date, Location. Includes TrustDolar Income Fund, Scantronix, Shares and Mid-Continent, Exhibition, Systems, Trigen, Lloyd, Walker & Clark, Wings, FUTURES BATHS, Esperton Trust, Law & Borer, Reuters, Television South, Transport Development, Tribune by Trust, First Security, Helios, Stewart & Wright.

Nesco up sharply

Nesco Investments, electricity supplier in Nigeria and garage owner in Leicestershire, reported a significant improvement in pre-tax profits from £7,000 to £211,000 for the year to end-March. This was in spite of a further 29 per cent devaluation of the naira.

Gresham House

In the year to December 31 1987, the net asset value of Gresham House, investment trust, increased marginally from 55.07 to 55.61 per 25p ordinary share. Total income £2.54m (£2.7m). Interest and expenses took £2.03m (£2.13m), leaving pre-tax profits of £512,000 (£575,000). After tax of £58,000 (£127,000) earnings per share were 12.2p (12.4p).

Hardys & Hansons advances 11%

Hardys & Hansons, Nottinghamshire-based brewer, lifted profits before tax by 11 per cent to £2.13m in the six months to April. Turnover was virtually unchanged at £10.34m. The directors said that trading conditions had remained difficult with a further swing in draught beer sales from ales to lager.

had been similar to that for the first half year, they added. Interest from the group's substantial cash and investment mountain contributed a net £383,000 (£358,000). The tax charge was estimated at £744,000 (£872,000), leaving earnings per share of 27.68p (26p). The interim dividend is lifted to 7.2p (6.3p).

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Lincat Group PLC advertisement including logo, share price information, and authorized agents.

BMS PLC advertisement including logo, share price information, and authorized agents.

THORN EMI advertisement with headline 'A quietly confident statement from THORN EMI' and detailed financial and operational information.

UK COMPANY NEWS

Sturge announces merger hopes

By Vanessa Houlder
Sturge Holdings, the Lloyd's of London underwriting agent, announced yesterday that it hopes to buy Rensburg, a Liverpool-based stockbroker.

If discussions now taking place are successful, the merger with Sturge's existing broking operation would create one of the largest UK stockbrokers outside London.

Mr Peter Davis, group finance director of Sturge, said that the move reflected Sturge's belief that there was a good place in the market for providing a service to private clients in the region.

Rensburg, which has offices in Bradford and Leeds as well as Liverpool, would be combined with Sturge's existing broking subsidiary Wise Speke, which was acquired for £8.7m in shares in January 1987.

The combined operation is expected to service some 40,000 private clients and to act as broker to companies throughout the North of England. The merged fund management operation would manage over £1.5m of funds.

Rensburg is of a similar size to Wise Speke, with about 20 partners, 125 staff and about 15,000 private clients. Wise Speke is expected to make a trading loss of £600,000 in 1988, although it is expected to return to profit next year. Rensburg is trading profitably.

Cowan de Groot

Cowan de Groot is raising £2.6m from property sales following the rationalisation of locations in its trading companies. The Wakefield House offices near the City of London, are being sold for £1.8m.

Clayform buys more Stead

Clayform, the property group which is waging a £108.1m bid battle for Stead & Simpson, shoe retailer and motor trader, announced yesterday that it had bought a further 4,000 ordinary shares in Stead. This is equivalent to 0.25 per cent, and means that Clayform has 688,888 ordinary - 35.6 per cent - in total. The property group has also built up a 10.7 per cent interest in the 'A' shares, although these have no voting rights.

Floyd Energy plans to liquidate New Darien if bid succeeds

BY NIKKI TAIT

Floyd Energy, the oil and gas explorer which is diversifying into other energy-related areas under Mr Simon Miller, its new chief executive and former merchant banker, yesterday emerged as the bidder for New Darien Oil Trust.

New Darien, a specialist investment trust managed by Edinburgh-based Hodgson Martin, announced last week that it had received a bid approach.

With Floyd planning to liquidate the New Darien portfolio if its bid is successful, the offer is essentially a disguised rights issue - the first since the stock market crash in October.

Although Floyd says it currently has net cash of £2m, much of that is earmarked for its Spanish operations. Money raised via the offer and subsequent liquidation of New Darien, would go

towards further energy-related acquisitions. Yesterday, the company suggested that three potential deals, of varying sizes, were in the pipeline.

The alternative to the New Darien bid, it pointed out, would have been a series of share placings.

Under the terms of the bid, Floyd is offering 100 per cent of formula asset value (fav), either in its own shares - taken at the cash underwritten price of 29p - or in cash. If fav exceeds 70p, shareholders will receive the excess in cash, and the sum will be met from Floyd's existing cash resources. The offer is being recommended in respect of the cash alternative.

Bryson Oil and Gas, which owns a 21.5 per cent interest in New Darien, has given irrevocable undertakings to accept and

will take shares. This will give it about 8.7 per cent of Floyd. British Empire Securities, the other major shareholder, is also backing the deal - although it has not indicated which elections it will make - giving total irrevocable undertakings in respect of 48.8 per cent of the shares.

The fav figure will not be known until the offer goes unconditional. However, on the June 23 estimate of net assets per share standing at 67.7p, fav would be about 68.4p - about 98 per cent of nav - and the total bid value some £7.4m.

The fate of the 5,000 warrant holders is grim, however. The board recommends that they do not exercise their warrants, and if the bid succeeds their warrants will obviously become worthless. Yesterday, New Darien shares eased 1p to 69p. Floyd was steady at 29p.

J Crosby advances 94% to £1.74m

In its first full year since the management buy out in December 1986, James Crosby Group, Cheshire-based house-builder, lifted taxable profits by 94 per cent to £1.74m.

Turnover for the 12 months to end-March expanded by 39 per cent to £2m (£6.47m). Mr Michael Burgess, chairman of the group which joined the main market last July, attributed the increase in turnover to "a careful choice of sites, well designed properties, awareness of customers' needs and the general buoyancy of the market".

After tax of £596,000 (£273,000), earnings worked through at 14.3p. A proposed final dividend of 1.4p makes a 2p total for the year.

Mr Burgess said that Crosby would continue to maintain a competitive presence in the open land market and would acquire further interests in longer term land.

The group was likely eventually to extend operations away from its north-west base and was prepared to build in most ranges of the market. "Our emphasis will be on overall profitability rather than numbers of units" he added.

Geevor suffers £0.68m loss

BY KENNETH GOODING, MINING CORRESPONDENT

Geevor, the mining company, sustained an operating loss of £678,000 for the year to March 31 1988 compared with a £39,000 profit in the previous 12 months.

But Mr Eric Grayson, the new chairman, says the company has now recovered from the impact of the 1985 tin crisis and, although the directors are unable to pay a dividend for 1987-88, "I believe the future is bright and beckoning for Geevor".


The company recorded a pre-tax profit of £24,000 in the year under review, compared with £29,000, after taking into account a number of exceptional items. These included £302,000 as settlement for a claim against the West German group, Metallgesellschaft, over the price to be paid for tin delivered just before the price collapse. Pension fund terminations contributed a further £128,000.

Turnover fell from £1.85m to £1.37m. After tax payments of £150,000 (£70,000 tax return) the loss for the year was £126,000 (£46,000).

Geevor had a change of management last October and since the year-end has raised £2.87m, after expenses, from a rights

issue. It has made a number of acquisitions in the coal business in the UK and the US and recovery of tin from its mine in Cornwall has been re-started. Mr Grayson says several other opportunities are being reviewed, including a gold project in Ecuador.

This advertisement complies with the requirements of the Council of The International Stock Exchange of the United Kingdom and the Republic of Ireland.



BRITISH SUGAR

(British Sugar plc, incorporated in England under the Companies Act 1929 and re-registered as a public limited company under the Companies Acts 1948 to 1980 with registered number 315158)

Placing of
£75,000,000

10 3/4 per cent. Redeemable Debenture Stock 2013
at £99.026 per cent payable in full on acceptance.

The following has agreed to subscribe or, as agent of British Sugar plc, to procure subscribers for the Stock—

Barclays de Zoete Wedd Limited

Application has been made to the Council of The International Stock Exchange in London for the Stock to be admitted to the Official List.

The gross redemption yield (calculated in accordance with the terms of the Listing Particulars dated 29th June, 1988) of the Stock is 10.86 per cent. Interest will be payable half yearly in arrears on 2nd January and 2nd July.

Particulars of the Stock are available in the statistical services of Exel Financial Limited. Copies of the Listing Particulars may be obtained during normal business hours on any weekday, Saturdays and public holidays excepted, up to and including 4th July, 1988 from the Company Announcements Office of the International Stock Exchange, 46-50 Finsbury Square, London EC2A 1DD and up to and including 14th July, 1988 from—

British Sugar plc
PO Box 26
Oundle Road
Peterborough PE2 9QU

de Zoete and Bevan Limited
Ebbgate House
2 Swan Lane
London EC4R 3TS

30th June, 1988

BNP : OBJECTIVE 1992

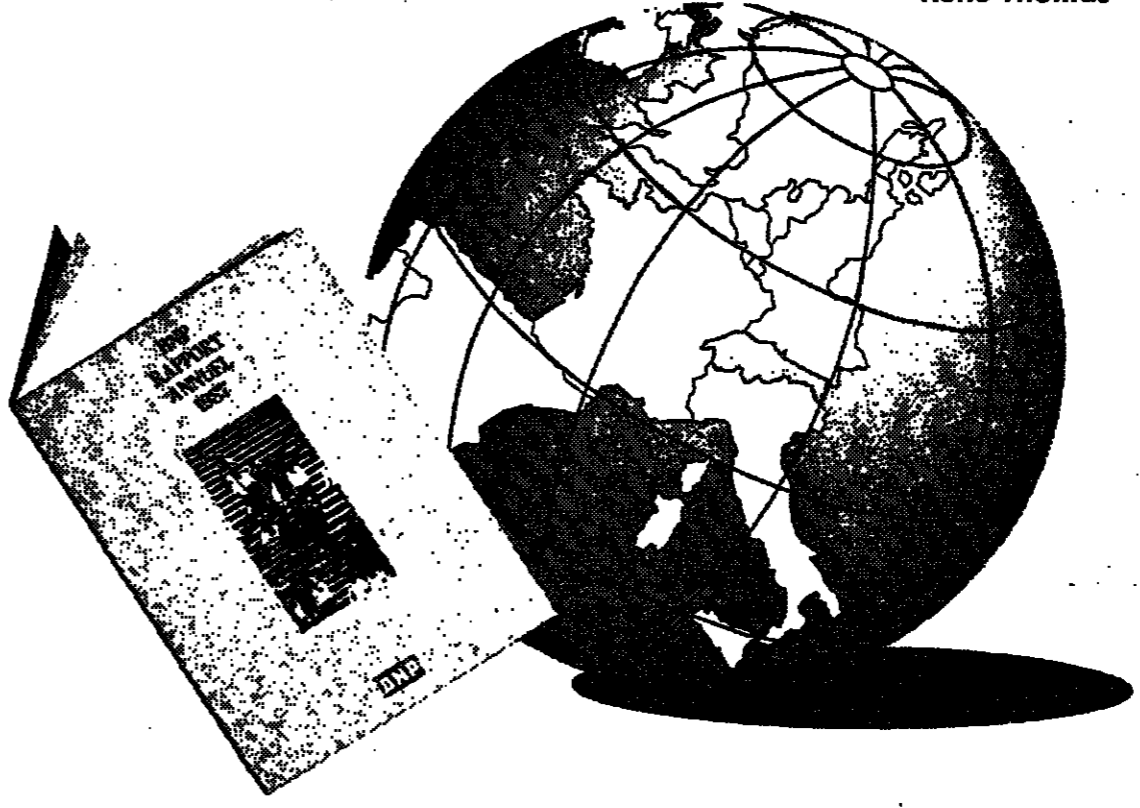
FOR THOSE WHO HAVE EUROPE IN MIND

For the banking world, Europe is for tomorrow. As from October 1, 1989, the free movement of banking and financial services becomes a reality and on January 1, 1993, the great Single European Market opens its doors. At

BNP, we are actively preparing to take up the challenge. As the leading commercial bank in Europe, BNP intends to consolidate its position and remain a major player in the world's banking and financial markets.

René Thomas

- A capital structure and financial results in keeping with our ambitions.**
- Stockholders equity and equivalents FF 31 billion
- Balance sheet total FF 975 billion
- Loans to customers FF 469 billion
- Customer deposits and bond issues FF 438 billion
- Mutual and investment fund assets managed FF 100 billion
- Net Income FF 3.009 billion



As of today, the level of BNP stockholders' equity already meets the capital adequacy requirements recommended by the Cooke Committee for 1992. In addition, BNP provisions for sovereign risks, increased to 50%, are amongst the highest in the world.

Our savoir-faire at the service of each and every type of clientele

BNP is number one in France in the bond market, in commercial paper, in listings on the second market, in export financing, and in the number of its international outlets, 75 throughout the world.

For those who have Europe and the world in mind, BNP offers everywhere, whether in France or abroad,

the presence, the professionalism and the dynamism that its customers are expecting to find.

An increased dividend

The General Meeting of Shareholders has voted dividends of FF 676 million, compared with FF 588 million last year, an increase of 15%. The di-

vidend for each ordinary and non-voting share will, therefore, be FF 17,25 for 1987, inclusive of tax credit, after a bonus issue of one for ten shares during the year.

In 100 key figures, the BNP Annual Report gives you 1987 results, and provides information on the services and advice that its staff can bring you. It is at your disposal.



Please return this coupon to : BNP
Direction de la Communication,
6 bd des Capucines, 75009 Paris.

Please send me, free of charge, the BNP Annual Report for 1987.

Name _____
Position _____
Address _____

National Home Loans' Standard Home Loan Interest Rate

With effect from 1st July, 1988 the following interest rates will apply for existing endowment/pension loans:
FOR HOUSE PURCHASE 10.9% APR 11.5%
FOR REFINANCING 11.4% APR 12.0%
For repayment loans, add 1/4% to these rates.
For further information contact:
The National Home Loans Corporation plc
St Catherine's Court, Herbert Road,
Solihull, West Midlands B91 3QE

U.S.\$40,000,000 SERIES 25

TELEFONOS DE MEXICO, S.A.
(Organized under the laws of the United Mexican States)

Six Month Notes Issued in Series under a U.S.\$75,000,000 Note Purchase Facility

Notice is hereby given that the above Series of Notes issued under a Note Purchase Facility Agreement dated 5th May, 1982, carry an interest rate of 8 1/4% per annum. The Maturity Date of the above Series of Notes will be 30th December, 1988.

Samuel Montagu & Co. Limited
Issue Agent

U.S.\$200,000,000

CONTINENTAL ILLINOIS OVERSEAS FINANCE CORPORATION N.V.
(Incorporated with limited liability in the Netherlands Antilles)

GUARANTEED FLOATING RATE SUBORDINATED NOTES DUE 1994

Guaranteed on a Subordinated basis by Continental Illinois Corporation (Incorporated with limited liability in Delaware, USA)

In accordance with the provisions of the Notes and the Reference Agency Agreement between Continental Illinois Overseas Finance Corporation N.V. and Citibank, N.A., dated June 24, 1982, notice is hereby given that the Rate of Interest has been fixed at 8 1/2% p.a. and that the interest payable on the relevant Interest Payment Date, September 30, 1988, against Coupon No. 25 will be U.S.\$206.04 in respect of U.S.\$10,000 nominal amount of the Notes.

June 30, 1988, London
By: Citibank, N.A. (CSSI Dept.), Agent Bank **CITIBANK**

American Express Bank Ltd.
U.S.\$100,000,000
Floating Rate Subordinated Capital Notes Due 1997

Notice is hereby given that the Rate of Interest has been fixed at 8% and that the interest payable in respect of U.S.\$10,000 principal amount of Notes for the period June 30, 1988 to September 30, 1988 will be US\$204.44.

June 30, 1988, London
By: Citibank, N.A. (CSSI Dept.), Agent Bank **CITIBANK**

Financial Director

Engineering £100m Turnover

Darchem Limited, the Engineering Division of William Baird PLC, is searching for a Financial Director to support the recently appointed Chief Executive.

The Company, which is based in the North East, has developed high standards of expertise in the Power, Aerospace, Automotive and Nuclear Industries.

The new Financial Director will lead an accounting team in the development of existing financial control systems to meet the requirements of an ambitious plan for growth. He will also assist the Chief Executive in the identification and assessment of potential acquisitions.

The remuneration package including car, normal fringe benefits and removal expenses will meet the expectations of successful and ambitious accountants in the age range 35 to 45, who possess the relevant industry experience.

Candidates who meet this exacting specification should write with full c.v. and salary details, quoting Ref AR144, to: Brett Bull, March Consulting Group, 33 King Street, Manchester M2 6AA.

MARCH

CONSULTING GROUP

Finance Director

A superb career role within a major British Group
South Wales

£25,000 + Car + Benefits

Spearheading the Finance function is the keynote of this role with a £20m t/o subsidiary of a world-leading manufacturing group. The company produces and sells from several locations, to a small number of buyers on a contract basis, and enjoys a dominant position in its market place.

After a period of consolidation, their major aim is now to increase both turnover and profit levels through the rigorous application of modern management techniques, in which you'll play a crucial role.

As well as preparing statutory accounts and the monthly management pack, with input from 3 other sites, you will advise on financial, systems and legal matters and prepare strategic plans, together with board colleagues. You'll also be responsible for running the Accounts Department.

Probably in your 30's, you must be

formally qualified, with successful experience of a similar position in a smaller company. Resilience and tenacity will match your undoubted ambition, and career progression is likely within the larger group.

An executive package is available for this position which is based in a very pleasant part of South Wales, and will include relocation expenses.

Male or female applicants please write with full personal and career details, and quoting ref: LS946, to Austin Knight Advertising UK Limited, Trocom House, 51-53 Hagley Road, Edgbaston, Birmingham B16 8TP.

Please list separately any companies to which you do not want your application forwarded.

Austin Knight Advertising

CORPORATE FINANCE

City £27,000
A dynamic young qualified accountant is offered an outstanding career opportunity in a leading UK merchant bank. Working with an aggressive young team you will be responsible for investigating potential floatations, mergers and acquisitions as well as dealing with client liaison. Ref: Q109.

CHIEF ACCOUNTANT

City £25,000 + car
Highly profitable industrial group has a vacancy in the marketing division for an accountant aged 25-35. As manager of an extremely professional department your priority will be to ensure deadlines are met, though wider business involvement will also be expected. Ref: AN 142.

GROUP ACCOUNTS

C. London c£24,000
British multi-national corporation with a turnover in excess of one billion pounds, is seeking an ambitious assistant group accountant. Candidates will be recently qualified accountants, with responsibility for financial reporting and development, computerised consolidations, results interpretation and acquisition investigations. Excellent prospects. Ref: GS 51.

MANAGEMENT ACCOUNTANT

City c£23,000 + car + bfm.
Major US bank seeks a recently qualified CIMA for challenging career opportunity. Management accounts, budgets, systems development and cost control are the principal responsibilities. Short-term prospects are outstanding for young, decisive, computer literate candidates eager for a career in banking. Ref: AC 53A.

MARKETING ACCOUNTANT

Sussex £22,000 + car
Expanding FMCG company is recruiting an accountant with a strong personality to monitor, plan and control all sales and marketing activities. This challenging role is seen as a springboard for the right person into senior management. Ref: JPB 203.

For further details concerning these and many other opportunities, please contact our qualified division, or send your curriculum vitae to...

HUDSON SHRIBMAN

VERNON HOUSE SICILIAN AVENUE LONDON WC2A 2DH TEL: 01-831 2323

Financial Director

c.£25,000 + Company Car & Benefits

Our client is one of the major national chains of estate agents, with over 500 branches throughout the UK. They have achieved significant growth and market penetration and now plan to consolidate their geographical coverage and expand the wide variety of specialist services offered through their branch network.

This dynamic group requires a Financial Director for the Scotland and Northern Ireland company to take charge of the computerised accounting systems and to be responsible to the Company Managing Director for all financial and management reporting. The successful applicant will be a Chartered Accountant with a proven track record and at least 5 years' experience in a commercial environment. He/She must have excellent communication skills and be able to demonstrate positive drive and enthusiasm.

Applicants, quoting reference SHA 1021/DKH, should forward relevant personal and career details to: David K Hunter, Executive Recruitment Division, Stoy Hayward Associates, James Sellars House, 144 West George Street, Glasgow G2 2HG.



Stoy Hayward Associates

MANAGEMENT CONSULTANTS
A member of Horwath & Horwath International



Commodity Appointments Ltd, 8 Egmont House, 116 Shaftesbury Avenue, W1V 7D. Tel: 01-439 1701 Fax: 01-734 0275

ACCOUNTING MANAGER (TRADING)

Our client is a forward looking company based in Richmond, with offices in the USA, Canada and the West Indies. They are principally engaged in the international trade of semi-processed and processed food products between the west Indies - USA - UK - Europe, and are also expanding their own private brand in the UK and Europe.

On their behalf we are looking for an Accounting Manager, age 25-35, to fulfil a number of functions. An Accountancy qualification is preferred, but not essential.

The successful candidate will assume all Accounting and Administration responsibilities. The position, however, calls for versatility; a knowledge of all aspects of L/Cs, shipping procedures/documentation, foreign exchange and computer literacy are necessary. The ability to negotiate agreements would be an asset. The applicant must have knowledge of the standard practices of trading, although previous experience in food products is not essential.

This is a challenging position with excellent career prospects. Salary negotiable.

Please contact Ken Jacob or Nicole Hyde.



RECRUITMENT CONSULTANT

Potential Manager

c.£18,000 + Car + Bonus

Launched in March 1987, Alderwick Peachell and Partners has grown to over 35 staff and is already clearly acknowledged as a market leader. To maintain our ambitious expansion plans we now seek a consultant with the potential to lead a team within the next 3-6 months.

We offer management training, a generous benefits package and the opportunity to progress within an expanding organisation. Ideally a graduate, you will already have at least 2 years' experience in accountancy recruitment.

Applications will be treated in complete confidence. Please apply by telephone or in writing to CAROLINE GRIFFITHS, Divisional Director on 01-404 3155 at ALDERWICK PEACHELL AND PARTNERS LTD, 125 High Holborn, London WC1V 6QA.

Alderwick Peachell
PARTNERS LTD

CHIEF ACCOUNTANT

c.£24,000 + CAR

THAMES VALLEY

For the Head Office of a fast growing financial services company, with capital employed in excess of £100 million.

The role will have a management accounting bias, but with responsibility for all financial accounting, as well as budgeting and evaluating new financial products and services. Part of a small Head Office team, you will be closely involved with the senior executives and will be expected to contribute to the successful growth of the company.

Applications are sought from qualified accountants with relevant experience which must include main frame computer systems and spread sheet packages.

There is an excellent benefits package, and pleasant informal working conditions in a delightful part of the Thames Valley.

Please send full details in confidence to the company's adviser: R. W. H. Lubbock, Lubbock Associates, 19 Adelaide Road, Walton-on-Thames, Surrey KT12 1NB.

Lubbock Associates
INTERNATIONAL PERSONNEL CONSULTANTS

GROUP SYSTEMS DEVELOPMENT

INTERNATIONAL BUSINESS
c. £50K + benefits + car

Inchcape is an international services and marketing group operating in more than 60 countries and with 10 core business streams, ranging from automotive to insurance broking and business machines to shipping services. Its performance in recent years has made it one of the success stories of the late 80's.

This is a key appointment, a role recently created as part of the continued strengthening of the financial control team. Reporting to the Director, Group Financial Control, this individual will be the focal point for financial input to support the achievement of the new Corporate Information Systems Strategy as endorsed by the Board. A highly visible role, it will be totally involved in the development and implementation of Group wide business stream computer based management systems.

A qualified accountant, experienced in systems development and implementation, you will ideally be aged in your late 20's, be prepared to travel extensively to a variety of interesting locations, and be looking to expand your career within 2-3 years into general financial management.

Interested applicants please write, in the strictest confidence, with full career details to our consultants at:

Madar (UK) Limited, 2, The Courtyard, Smith Street, London SW3 4EE.

Inchcape

International Appointments

DESIGN YOUR FUTURE

Discover Gerber Scientific UK Ltd., a subsidiary of a U.S. Company setting the standard in sophisticated CAD/CAM systems for the apparel, electronics, aerospace, automotive, and many other industries.

You can help develop the future of computer automated systems, by joining us and investing your talent and skills. Gerber offers you the challenge of a continual confrontation with the future.

If you have the spirit and personality, we have the job that is cut out for you.

Controller

The successful candidate will be held responsible for: the general accounting activities of GERBER SCIENTIFIC UK Ltd.; maintaining accurate and up-to-date financial records of GERBER SCIENTIFIC UK Ltd.; producing timely financial statements.

Requirements: approximately 5 years' accounting experience; accounting background; familiarized with reporting and computerized accountings.

Moreover he/she will be in charge of the: daily imputation of all the transactions

of the subsidiary; coordination and reconciliation of the ledgers G5-UK; coordination and justification of all the book accounts; responsible for the monthly closing process; preparation of the budget; follow-up of the variances between the performances and the budget; responsible for VAT declaration and tax declaration.

He/she will be reporting into the Company's Headquarters for Europe in Brussels.

We offer: a salary commensurate with experience; challenging and rewarding job in a dynamic environment; the position is located at Bradford.

If you feel you respond to the above profile, please send your detailed curriculum vitae to the Human Resources Manager, Gerber Scientific UK Ltd., 30/38 Campus Road, Listerhills Science Park, GB-Bradford, West Yorkshire, B07 1HL.

All applications will be handled in strict confidence.

Take up the challenge and give your job an international dimension.

GERBER SCIENTIFIC EUROPE

THE BANK FOR INTERNATIONAL SETTLEMENTS

an International Institution in Basel, Switzerland. Invites application from

ECONOMISTS

to fill a vacancy in its Monetary and Economic Department

The position involves work in a Secretariat serving a Committee of senior central bank officials, the preparation of policy-oriented papers relating to issues in international finance, as well as research in that field.

Candidates should be around 30 years old, have good academic records and several years of working experience, preferably in the area of international finance. They must be able to draft clearly and rapidly in English. A working knowledge of French and/or German would be desirable.

Good salary, first-class pension and welfare schemes and many other ancillary benefits.

Please write, enclosing curriculum vitae, copies of testimonials and recent photograph, to the Personnel Manager
Bank for International Settlements
4002 Basel, Switzerland

ACCOUNTS FOR AUSTRALIA

Yes, Australia is still the land of opportunity - particularly for experienced Accountants!

If you would like to hear about the market in Australia for top quality Accountants, now is the time.

Max Payne of Payne Burt & Associates, a leading Melbourne recruitment specialist, will be in London from 4th - 11th July for interviews and discussions. Please forward a detailed resume to:-

Payne Burt & Associates Pty. Ltd.
C/- Elders Agribusiness Group, 5 St James Square, London SW1Y 4ET

COMMODITIES AND AGRICULTURE

Lack of foreign exchange hits Zambian copper

ZAMBIAN copper production is being hit by a shortage of foreign exchange to buy vital spare parts, despite higher world prices which have pushed the industry back into profit. Reuter reports from Zambia...

Non-Communist World Copper Production in 1988. Table with columns: Country, Production ('000 tonnes), Change from previous year.

Officials are concerned about the future unless more foreign exchange is ploughed back into mining development. ZCCM is allowed to keep just over one-third of its foreign exchange earnings...

The price of rubber may hold up for rest of year

WORLD RUBBER prices are likely to remain above the International Natural Rubber Organisation in the US, the main market for the region's ethanol, producers are shutting up shop...

US demands force plant closures

THE CARIBBEAN ethanol industry, once regarded as an alternative outlet for the region's troubled cane sugar producers, is on the verge of collapse. Amid claims of increasing protectionism in the US...

The price of rubber may hold up for rest of year

Caribbean producers, who have been using cane sugar as the major feedstock for their plants, say existing and potential investments of about \$100m are threatened by the US stance...

UAE ignores oil output quota

THE United Arab Emirates (UAE) has carried out a threat to flout its quota set by the Organisation of Oil Exporting Countries (OPEC) and authorised companies to pump almost 20 per cent more oil in July...

The UAE cabinet backed his demands on Monday, saying it reassessed the emirate's firm policy on output and prices as stated by Mr Oteiba.

IT HAS been called the food of the gods. Black pearl, underground emerald and divine tuber are other fanciful names that have been applied to that rare and expensive delicacy, the truffle...

New Zealand unearths the secret of cultivating truffles

BY DAI HAYWARD IN WELLINGTON. It is now possible to plant and grow truffles in New Zealand, where people have always tasted the famous fungi...

Understandably perhaps, the French and Italians would not share the secrets of their methods with Dr Hall. But, he has shown the truffle growing areas in the Rhone Valley and other locations...

Estimates suggest growers will harvest 40 kg of truffles per hectare after five years. Current prices in France are around NZ\$800 (5200) per kilogram...

WORLD COMMODITIES PRICES

LONDON METAL EXCHANGE. Table listing prices for various metals like Aluminium, Copper, Lead, etc.

COCOA & COFFEES. Table listing prices for cocoa beans and coffee beans from various origins.

POTATOES & WHEAT. Table listing prices for potato tubers and different grades of wheat.

LONDON BULLION MARKET. Table listing prices for gold, silver, and platinum.

US MARKETS. Table listing prices for various commodities like soybeans, corn, and wheat.

CHICAGO. Table listing prices for soybeans, corn, and wheat in Chicago.

WHEAT & SOYBEANS. Table listing prices for different types of wheat and soybeans.

Small text at the bottom of the page, likely containing additional market data or news snippets.

CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Dollar at highest this year

INTERVENTION BY European central banks was described as only moderate yesterday, and the dollar continued to rise, climbing to its highest level this year against the yen and D-Mark.

Sentiment surrounding the dollar remained strong, in spite of growing nervousness about the US trade figures for May, to be published on July 5.

Dealers in New York said that in the present mood it made no sense to be short of dollars.

The West German Bundesbank entered the market to sell dollars at around DM12.923, according to dealers, but the action was described as relatively discreet.

In Zurich the Swiss National Bank confirmed that it sold dollars, but declined to give details.

The Bank of France appeared to stay out of the market, and in general yesterday's intervention was regarded as less than forceful.

In early New York trading there was no hard evidence the Federal Reserve intended to pre-empt a move to raise rates.

Adjustment captured by financial Times.

Table with columns: Currency, Rate, % change, % change against the dollar, Dividend yield %.

Changes are for Euro, therefore positive change denotes a weak currency. Adjustment captured by financial Times.

Table with columns: Currency, Rate, % change, % change against the dollar, Dividend yield %.

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FINANCIAL FUTURES

Gilt prices lose ground

TUESDAY'S POSITIVE reaction in long gilt futures to a half point rise in UK base rates tended to wear off in yesterday's life market.

Prices were marked down as investors decided - on overnight reflection - that another rise in rates may be needed to control inflationary trends.

Consequently the September price slipped from an opening level of 94.12 to a low of 93.25, before finishing at 93.81, down from Tuesday's close of 94.13.

Table with columns: Strike, Call, Put, Price, % change.

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FINANCIAL FUTURES

Three-month sterling deposits

were confined to a relatively narrow range. Investors were reluctant to take out positions either way, given the uncertainty about when or whether base rates would be increased again.

Trading volume suffered as a result, with less than 9,000 lots changing hands, compared with nearly 20,000 on Tuesday.

Table with columns: Strike, Call, Put, Price, % change.

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FINANCIAL FUTURES

recovering to finish at 89.57.

US Treasury bonds moved higher in line with a firmer dollar, but as the US unit retreated in Chicago pushed values lower.

A 0.1 p.c. fall in US leading economic indicators was overlooked, as attention continued to focus on the dollar.

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EUROPEAN OPTIONS EXCHANGE

Table with columns: Series, Vol, Last, Bid, Offer, % chg.

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CURRENCY RATES

Table with columns: Currency, Rate, % change, % change against the dollar, Dividend yield %.

CURRENCY MOVEMENTS

Table with columns: Currency, Rate, % change, % change against the dollar, Dividend yield %.

OTHER CURRENCIES

Table with columns: Currency, Rate, % change, % change against the dollar, Dividend yield %.

EURO-CURRENCY INTEREST RATES

Table with columns: Term, Rate, % change, % change against the dollar, Dividend yield %.

EXCHANGE RATE TRENDS

Table with columns: Currency, Rate, % change, % change against the dollar, Dividend yield %.

FT LONDON INTERBANK FIXING

Table with columns: Currency, Rate, % change, % change against the dollar, Dividend yield %.

NEW YORK (Continued)

Table with columns: Currency, Rate, % change, % change against the dollar, Dividend yield %.

LONDON MONEY RATES

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NEW YORK (Continued)

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NEW YORK (Continued)

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LONDON MONEY RATES

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NEW YORK (Continued)

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LONDON MONEY RATES

Table with columns: Currency, Rate, % change, % change against the dollar, Dividend yield %.

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BASE LENDING RATES

Table with columns: Bank, Rate, % change, % change against the dollar, Dividend yield %.

NOTICE IS HEREBY GIVEN

NOTICE IS HEREBY GIVEN that, pursuant to Article Eleven of the General Covenant, for the Sinking Fund due July 15, 1988, U.S. \$7,120,000 of the Notes will be redeemed at 100% of their principal amount plus accrued interest to July 15, 1988, when interest on the Notes redeemed shall cease to accrue.

THE CHASE MANHATTAN BANK, N.A.

The Chase Manhattan Bank, N.A., 60 Wall Street, New York, New York 10038.

FT UNIT TRUST INFORMATION SERVICE

AUTHORISED UNIT TRUSTS

Table listing various unit trusts such as Abbey Unit Trst Mgrs, Allied Dunbar Unit Trst PLC, and others, with columns for Name, Type, and Price.

Table listing unit trusts under the heading 'Allied Dunbar Unit Trst PLC - Contd.', including various investment and income funds.

Table listing unit trusts under the heading 'Brown Shipley & Co Ltd', including equity and income funds.

Table listing unit trusts under the heading 'Equitable Unit Trst Admin Ltd', including equity and income funds.

Table listing unit trusts under the heading 'Equity & Law Unit Trst Mgrs', including equity and income funds.

Table listing unit trusts under the heading 'Lendon & Manchester (Trst Mgrs) Ltd', including equity and income funds.

Table listing unit trusts under the heading 'WIM Britannia Unit Trst Mgrs Ltd - Contd.', including equity and income funds.

Table listing unit trusts under the heading 'Royal Trust Fund Mgmt Ltd - Contd.', including equity and income funds.

I.G. INDEX LTD, 9-11 GROSVENOR GARDENS, LONDON SW1W 0BD. Tel: 01-828 7233/5699. Reuters Code: IGIN, IGI0.

JOTTER PAD: A grid for recording market data with columns for FT 30, FTSE 100, and WALL STREET.

FT CROSSWORD No.6,669 SET BY CINEPHILE

Crossword puzzle grid with numbered squares for clues.

ACROSS: 1 Wren of old maybe revealed sex-change queen's immorality with female (3-7-5). 2 Beech, for example? It could be true with 10 (3,4). 3 American oath turns up: it should be shot (3,3). 4 Arterial road gets a gold with thanks (6). 5 Diabolical driving requires something mouldy (5,4). 6 Lower of French papers (7). 7 Hoodlum's defaced Royal Engineer's tomb (7). 8 Made fun of conductor, we hear (6). 9 Out of sight by position or nature? (9). 10 An egg sure to break: lubricator wanted (8,3). 11 Conductor of croquet? (5). 12 One smokes croakily, having no goal (7). 13 Reef for the winning team (7). 14 Operated by fluid: Curly had one version (9). 15 Puss in pool (5). 16 Chose and changed uniform paid for at the door (4,2,8). 17 2 Cactus may be prey the ox wanted (9). 18 Remove point under periods (3). 19 4, 5 Cosmetic the cat's been at? (9,5). 20 East Anglian catchment area for ablutons (9). 21 Doctor's last month to suffer

Table listing unit trusts under the heading 'Franklin Group', including equity and income funds.

Table listing unit trusts under the heading 'HighLife Unit Trst Mgrs Ltd', including equity and income funds.

Table listing unit trusts under the heading 'Hill Samuel Unit Trst Mgrs Ltd', including equity and income funds.

Table listing unit trusts under the heading 'Key Fund Managers Ltd', including equity and income funds.

Table listing unit trusts under the heading 'Kleinwort Barrington Ltd', including equity and income funds.

Table listing unit trusts under the heading 'Legal & General Unit Trst Mgrs Ltd', including equity and income funds.

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Table listing unit trusts under the heading 'Metropolitan Unit Trst Mgrs Ltd', including equity and income funds.

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Table listing unit trusts under the heading 'NIM Investment Unit Trst Mgrs Ltd', including equity and income funds.

Table listing unit trusts under the heading 'National Provident Unit Trst Mgrs Ltd', including equity and income funds.

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GUIDE TO UNIT TRUST PRICING: The data included under the Authorised section of the FT Unit Trust Information Service is being expanded to improve the service to readers and to conform with new legislation.

THE TIME SHOWN ALONGSIDE THE FUND MANAGER'S NAME IS THE TIME AT WHICH THE UNIT TRUST'S DAILY CLOSING PRICES ARE NORMALLY SET. UNLESS OTHERWISE INDICATED BY THE SYMBOL ALONGSIDE THE FUND MANAGER'S NAME, THE PRICES ARE SET AT 4.00 PM ON THE DAY OF THE CLOSING.

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FT UNIT TRUST INFORMATION SERVICE

INSURANCES

Table listing various insurance and unit trust products, including names like 'Target Trust Managers Ltd', 'AA Friendly Society', and 'Abney Life Assurance Co Ltd', along with their respective details and contact information.

Table listing insurance products from 'AA Friendly Society', 'Abney Life Assurance Co Ltd', 'Abraham Management Ltd', and 'Aetna Life Assurance Co Ltd', detailing policy types and terms.

Table listing insurance products from 'Aetna Life Assurance Co Ltd', 'Alliance Life Assurance Co Ltd', 'Allied Dunbar Assurance Plc', and 'Alliance Life Assurance Co Ltd', providing details on various insurance plans.

Table listing insurance products from 'Alliance Life Assurance Co Ltd', 'Allied Dunbar Assurance Plc', 'Alliance Life Assurance Co Ltd', and 'Alliance Life Assurance Co Ltd', detailing financial and policy information.

Table listing insurance products from 'Alliance Life Assurance Co Ltd', 'Allied Dunbar Assurance Plc', 'Alliance Life Assurance Co Ltd', and 'Alliance Life Assurance Co Ltd', providing details on various insurance plans.

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FT UNIT TRUST INFORMATION SERVICE

Main table containing unit trust information with columns for Name, Price, Offer, Yield, and other financial metrics. Includes sections for various insurance companies and management services.

MANAGEMENT SERVICES

Table listing management services with columns for Name, Price, Offer, Yield, and other details.

OFFSHORE AND OVERSEAS

Table listing offshore and overseas investment options with columns for Name, Price, Offer, Yield, and other details.

UK LISTED

Table listing UK listed investment options with columns for Name, Price, Offer, Yield, and other details.



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FT UNIT TRUST INFORMATION SERVICE

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LONDON SHARE SERVICE

Table of FT Unit Trust Information Service, listing various unit trusts with columns for Name, Price, and Yield.

Table of London Share Service, including sections for British Funds, Foreign Bonds & Rails, and Americans, with columns for Name, Price, and Yield.

Table of Money Market Trust Funds and Money Market Bank Accounts, listing various financial products with columns for Name, Price, and Yield.

LONDON SHARE SERVICE

AMERICANS - Contd. Table with columns for company name, price, and other financial metrics.

CANADIANS. Table listing Canadian companies and their share prices.

BANKS, HP & LEASING. Table listing financial institutions and their share prices.

BEERS, WINES & SPIRITS. Table listing beverage companies and their share prices.

BUILDING, TIMBER, ROADS. Table listing construction and infrastructure companies.

BUILDING, TIMBER, ROADS. Contd. Table continuing construction and infrastructure companies.

CHEMICALS, PLASTICS. Table listing chemical and plastic companies.

DRAPERY AND STORES. Table listing retail and clothing companies.

DRAPERY AND STORES. Contd. Table continuing retail and clothing companies.

ENGINEERING. Table listing engineering and technology companies.

DRAPERY AND STORES - Contd. Table continuing retail and clothing companies.

ELECTRICALS. Table listing electrical and electronics companies.

ENGINEERING - Contd. Table continuing engineering and technology companies.

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INDUSTRIALS (Misc.) - Contd. Table continuing industrial companies.

INDUSTRIALS (Misc.). Table listing various industrial companies.

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INDUSTRIALS (Misc.) - Contd. Table continuing industrial companies.

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INSURANCES. Table listing insurance companies.

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LONDON SHARE SERVICE

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LEISURE - Contd. Table listing various leisure companies and their stock prices.

PAPER, PRINTING, ADVERTISING - Contd. Table listing companies in the paper and advertising sectors.

TEXTILES - Contd. Table listing various textile companies.

TRUSTS, FINANCE, LAND - Contd. Table listing companies in the trusts, finance, and land sectors.

OIL AND GAS - Contd. Table listing companies in the oil and gas sectors.

MINES - Contd. Table listing various mining companies.

MOTORS, AIRCRAFT TRADES. Table listing companies in the motor and aircraft trades sectors.

PROPERTY. Table listing various property-related companies.

TOBACCO. Table listing tobacco companies.

OVERSEAS TRADERS. Table listing companies in the overseas traders sector.

PLANTATIONS. Table listing plantation companies.

MISCELLANEOUS. Table listing various miscellaneous companies.

COMMERCIAL VEHICLES. Table listing commercial vehicle companies.

COMPONENTS. Table listing component companies.

FINANCE, LAND, ETC. Table listing finance and land companies.

MINES. Table listing mining companies.

PLANTATIONS. Table listing plantation companies.

MISCELLANEOUS. Table listing various miscellaneous companies.

NEWSPAPERS, PUBLISHERS. Table listing newspaper and publishing companies.

PROPERTY. Table listing various property-related companies.

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PLANTATIONS. Table listing plantation companies.

MISCELLANEOUS. Table listing various miscellaneous companies.

SHIPPING. Table listing shipping companies.

SHOES AND LEATHER. Table listing shoe and leather companies.

SOUTH AFRICANS. Table listing South African companies.

OIL AND GAS. Table listing oil and gas companies.

PLANTATIONS. Table listing plantation companies.

MISCELLANEOUS. Table listing various miscellaneous companies.

NOTES. Stock Exchange dealing classifications are indicated in the right of security names... Includes details on dividend payments and company announcements.

REGIONAL & IRISH STOCKS. Table listing regional and Irish stocks with their respective prices.

TRADITIONAL OPTIONS. Table listing traditional options and their 3-month call rates.

A selection of Options traded in price on the London Stock Exchange... This service is available to every Company dealt in on the London Stock Exchange...

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WORLD STOCK MARKETS

Table of world stock markets including Australia, France, Germany, Netherlands, Sweden, Switzerland, Denmark, Finland, and Japan. Columns show stock names, prices, and changes.

CANADA

Table of Canadian stock markets including Toronto and Montreal. Columns show stock names, prices, and changes.

Table of world stock markets including Australia, Germany, Hong Kong, and Japan. Columns show stock names, prices, and changes.

OVER-THE-COUNTER

Table of over-the-counter stock prices with columns for stock name, price, and change.

INDICES

Table of various stock indices including Dow Jones, Nikkei, and others, with columns for index name, value, and change.

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NEW YORK STOCK EXCHANGE COMPOSITE PRICES

Main table containing stock prices, volume, and market data. Includes columns for stock symbols, prices, and market indices.

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NYSE COMPOSITE PRICES

Table of NYSE Composite Prices listing various stocks with columns for High, Low, and Change.

Table of NYSE Composite Prices listing various stocks with columns for High, Low, and Change.

AMEX COMPOSITE PRICES

Table of AMEX Composite Prices listing various stocks with columns for High, Low, and Change.

Table of AMEX Composite Prices listing various stocks with columns for High, Low, and Change.

OVER-THE-COUNTER

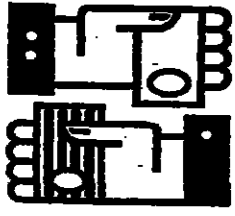
Table of Over-the-Counter prices listing various stocks with columns for High, Low, and Change.

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SECTION IV

FINANCIAL TIMES SURVEY



Although the Netherlands financial community faces a time of tumultuous change, confidence

nevertheless remains high and efficiency in the sector is among the highest in Europe, as Laura Raun reports here from Amsterdam.

A period of transition

RARELY in recent years have Dutch banks and other financial institutions been so rocked by events in the sector. Europe's first major cross-border bank alliance, incipient hostile takeover battles, the Amsterdam Stock Exchange's "rolling Big Bang" and the capital markets' liberalisation are profoundly reshaping the landscape of financial markets.

Looming ahead are the barrier-free Europe of 1992 and tighter bank supervision and behind it are the equity crash of 1987 and Third World debt.

The Netherlands' financial community is reacting somewhat belatedly to fundamental changes that began several years ago and were felt most strongly in the UK and US. Now deregulation, consolidation and foreign competition are hitting the Netherlands in full force. The alliance between Amsterdam-Rotterdam (Amro) Bank and Generale Bank of Belgium is perhaps the most symbolic response yet to the changes.

One of the most important trends is "the emergence of street-fighters in London and New York with a commercially extroverted attitude, which has resulted in the disappearance of a lot of traditional Dutch business to these markets," observes Mr Robert Weaver, a sales manager

in charge of financial products at Thorn/EMI's Software Sciences subsidiary in Amsterdam.

"Their attitude . . . is a result of Government-imposed regulations, dealing at own account and not just on behalf of a client's risk, and cultural history."

Compared with financial institutions in the rest of the European Community, the Dutch are among the most efficient, according to the Cecchini Report, a seminal study of the economic implications of the single market of 1992. The report concludes that prices of financial services in the Netherlands - most notably insurance - will fall relatively little because markets already work well.

The Netherlands has long boasted of free capital flows and welcomed foreign financial institutions. Competition has heightened in recent years amid the globalisation and liberalisation of financial markets.

That is not to say markets are perfect, however. Cozy cartels continue among banks and the European Commission is investigating whether these price pacts restrain trade.

The October equity crash appears to have caused less damage than originally was feared in the Netherlands, although losses were suffered, and one *hoekman* (floor specialist) firm was re-



Amsterdam Stock Exchange: its own "rolling Big Bang" is now well under way.

(Picture by Ashley Ashwood)

Netherlands BANKING AND FINANCE

Third-world debt remains relatively less of a problem for Dutch banks than for many, but the Dutch Central Bank, in its 1987 annual report, cautioned against complacency.

International supervision of banks is being tightened by the

European Community as well as the Bank for International Settlements (BIS). Both have imposed more stringent capital requirements, which must be in place by 1992.

The Dutch have higher aspirations, however. Amsterdam would like to see itself as the

leading financial centre on the continent, straddling the gap between the Far East and London. An internationally-oriented stock exchange, sophisticated capital markets and thriving options exchange are supposed to be its weapons.

Amsterdam bankers were,

therefore, shocked when two foreign institutions - Schroders and Credit Suisse-First Boston - won prestigious contracts to advise on the privatisation of DSM, the state-owned chemicals company. Equally shocking was Credit Suisse-First Boston's move to break the stranglehold on the

CONTENTS

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Capital markets in throes of big change	3	Postbank gets ready for privatisation	7
Amsterdam Stock Exchange: lively debates over protection rules and the role of the hoekman firms	4	The Dutch Guilder: welcome room to manoeuvre: profile of Rabobank	8
Insurance industry: moral and commercial conundrums	5		

capital markets wielded by the *Klaverblad*, the cloverleaf of leading Dutch banks.

"Because their home basis is small, (Dutch banks) have by definition an unfavourable position compared with banks of bigger EC countries," admit messrs. C.J. Oort and H.J. Schotsman, two Dutch mandarins of the banking world. "They profit not only in less measure from economies of scale, which certainly manifest themselves on a national scale. But also when it comes to big international loans, placing capacity in Euro-issues and attraction of assets they benefit greatly."

Consolidation is the answer for some. Amro and Generale Bank took the lead in February when they unveiled plans to forge a single group within three years.

It would be the largest bank in the Benelux and sixth biggest in Europe. Activities abroad are to be merged while their separate identities are to be maintained at home.

The partners took 9.9 per cent holdings in each other's share capital and planted it in a holding company where they hope it will bloom into a full marriage. Details of the marriage contract have yet to be worked out and both sides are acutely conscious of the legal, financial, political and cultural obstacles.

"We would have fully merged now except for fiscal reasons," Mr Roelof Nelissen, Amro chairman, said privately at the time. But politics and culture could prove even more difficult.

Dutch and French power-sharing in Belgium is no model for Amro and Generale Bank. Also Belgians are feeling under assault by foreigners and it remains to be seen whether Brussels' favourable attitude toward the alliance endures.

Corporate culture is another matter - "French and Latin managers, unless they are exceptionally culturally sensitive, tend to have problems in Anglo or Nordic countries, including the Netherlands," argues Professor Geert Hofstede, who teaches international management at the University of Limburg.

Integration among various kinds of financial institutions is another strategy for bracing themselves against the ravages of competition. Dutch banks and insurance companies can hold no more than 15 per cent in each

other's business, unlike elsewhere in Europe where no limits exist.

The Dutch argue, however, that to keep a level field of play, they should have the same freedom to merge. *Nederlandsche Bank*, the Dutch central bank, has promised discussions soon.

Regardless of size, efficiency is, of course, important - certainly in payments-clearing where Dutch banks collectively lose €1,000m a year. They are investing heavily now in electronic banking systems to help staunch the losses after years of complacency over new technology.

On the corporate front, consolidation is no less controversial. The Amsterdam Stock Exchange, a rather club-like private association, is in an uproar over possible hostile takeover battles and corporate defences.

Dutch companies desperately fear attack by foreign corporate raiders if they let down their notorious defences. Nevertheless, the Stock Exchange tried to impose a limit on anti-takeover defences. Then the limit was withdrawn - and now the Bourse is embarrassingly confused. Equally worrisome is that clandestine meetings were held where attendants were sworn to secrecy over matters that affect public shareholders.

There are no binding game-rules for regulating mergers, only a voluntary merger code. Dawn raids are possible since investors do not have to bother to report stakes in companies, no matter how large.

But, until now, only one unfriendly bid has succeeded and that one raised eyebrows because it sweetened the terms for dissident shareholders and then extended them to everyone else. Dutch companies arm themselves with iron-clad weapons which are permanent corporate constructions, not temporary ones. These constructions grant substantial control to incumbent management and severely limit shareholders' rights.

The Dutch are tempted to throw up their hands and wait for Brussels to impose EC-wide rules on hostile takeovers, corporate defences and merger procedures. Meanwhile, the Dutch financial industry will be left to sort itself out under a new bill unveiled this month.

Continued on Page 2

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NETHERLANDS BANKING 2

Looking towards the European barrier-free market in 1992

Commercial banks prepare for intense competition

COMMERCIAL BANKS in the Netherlands have some reason to be proud. They appear to have weathered the stock market crash of 1987 without undue harm and seem fairly prepared for the higher capital ratios of 1992.

Dutch commercial banks and other financial institutions score well in the Cecchini report, a list of sorts of winners and losers in the envisaged single EC market.

But to sit on their laurels would be a mistake and Dutch bankers know it. The barrier-free Europe after 1992 will only intensify the growing competition of recent years.

Protective cartels condoned by the Dutch government may have to go if they are deemed collusive by the European Commission. Market liberalisation, foreign competition and more demanding customers will require clearer strategies than ever.

have left the door wide open to others to join them on a friendly basis.

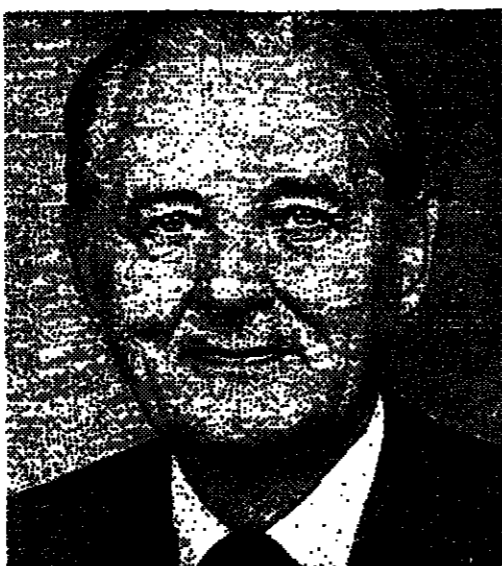
Algemene Bank Nederland (ABN), the biggest of the banks, was caught slightly off guard by its arch rival's bold move. "I think the best philosophy is not to run ahead of developments," commented Mr Robert Hazelhoff, ABN chairman. "It's wiser to analyse critically your own position in Europe and then consider whether any steps are necessary."

ABN recently acquired a majority of Irish stockbroker Riala & Co and raised the capital stake in its 80 per cent-owned French subsidiary, Banque de Neufilze, Schlumberger, Mallet(NSM). "Our aim is to have an office in all EC countries within the foreseeable future," Mr Hazelhoff said in March.

NMB Bank, formerly Nederlandsche Middestandsbank, is holding open its options. After a merger with Postbank, NMB angrily denied such plans and then politely explained it was considering several strategies for the future - including mergers.

As the third largest of the commercial banks NMB is deemed most vulnerable, although its earnings record is perhaps better. Its chairman, Mr W E Scherpenhuizen Rom, more or less put his bank on the auction block last autumn, sparking the rumours.

Commercial banks, which are universal banks, finished 1987



Leading Dutch bankers: Mr C.J. Schotman, left, and Mr Robert Hazelhoff, right, ABN chairman; with Algemene Bank Nederland in Amsterdam, pictured centre.

"It goes without being said that banking services will be delivered more and more against cost-plus margins" according to two leading dutch bankers, Messrs. C J Oort and H J Schotman. "Subsidiarisation of one activity through another appears to be a thing of the past. Charging fees for payments transfers, which began in the Netherlands early this year, must be expanded."

Amsterdam-Rotterdam Bank (Amro), the second largest commercial bank, has taken the lead in laying out its strategy. Its alliance with Generale Bank of Belgium is aimed at forging a single group that will merge their foreign activities and maintain separate identities of their domestic ones. Announced last February, the alliance is to be completed within three years.

Mr Roelof Nelissen, chairman of Amro, elaborated on the plans last month when the two banks were introduced on each other's stock exchanges.

"In addition to separating the wheat from the chaff in the current network, it will lead to further expansion," he explained. "We are conscious that when the time is ripe the alliance will be expanded in terms of a broadening of our clients and products."

Greater efficiency is supposed to result from consolidating activities, especially overseas ones, and both banks are supposed to be better defended against hostile takeover attempts. But the two partners

7 per cent next year, Pierson says.

Higher capital ratios by 1992 - as required by the European Community and the Bank for International Settlements (BIS) - will require some fresh efforts but Dutch balance sheets are healthier than many. Last year capital requirements were lifted by the Dutch central bank, which provided the new chairman of the BIS' Cooke Committee on Capital Adequacy.

While Dutch financial institutions come out well in the Cecchini report, some services still need to have the fat trimmed. Retail securities commissions, credit cards and trade credits - surprising in a country where foreign trade is so vital - are all priced way above average.

These larded-up services are likely to be among those currently under investigation by the European Commission for possible restraint of trade. Neither Brussels nor the Dutch Banking Association will reveal which cartellistic price pacts are under scrutiny.

A conclusion is expected by the end of this year, at which time the Dutch Economics Ministry could step in if it feels justice has not been served. The Ministry recently launched a wide-ranging crackdown on cartels in a number of industries.

As it is, Dutch banks - both commercial and savings - agreed to abolish dozens of secret

price pacts last January 1. These agreements ran the gamut from charges for account information over the telephone to those for cashing cheques - affecting retail and business customers alike.

With cartels crumbling and the overbanked market offering little growth, commercial banks are increasingly concentrating on cutting costs. Electronic banking, where the Dutch have lagged embarrassingly behind, is becoming more crucial than ever.

Most ripe for cost-cutting is the payments clearing system, which collectively loses f100m a year. Last year, for the first time, commercial banks took the long-delayed step of imposing fees for transfers and other clearing services.

Only because the Postbank - the government-owned bank - moved first did commercial colleagues follow suit. The Postbank dropped its 0.75 per cent interest paid on current accounts because it lost more money than anyone on payments clearing.

Fees alone, however, won't begin to cover the red ink of the clearing system, which is a giro system in which funds are exchanged between financial institutions at the request of customers.

Only in the past few years have bankers begun to admit that something must be done to halt the losses. Before that they had stubbornly insisted that their

giro system was among the most efficient in the world.

Finally bankers realised that automatic teller machines (ATMs) worked more cheaply than people and could help prune their bloated branch networks too. Now rather belatedly they are scrambling to automate the payments system and agree on uniform standards for electronic funds transfers (EFT). A national switching centre for EFT is supposed to start early next year, giving universal access to ATMs and electronic point-of-sale (POS) terminals to all bank customers. POS terminals allow direct debiting of purchases through a so-called debit card.

The national switching centre will be linked to SWIFT, the international EFT network, which has not lived up to expectations in the Netherlands.

To date about 5m bank identification cards have been issued, around half of the potential market. But fewer than 300 ATMs are in place, most of them belonging to savings banks. The total number is supposed to swell to 600-700 by the end of this year.

More than 400 POS terminals are installed, concentrated around Eindhoven, and that number is expected to jump to 1,000 by the end of 1989.

Credit Lyonnais, now the fifth largest commercial bank in the

Netherlands, hopes to exploit the gaps in electronic banking. Early next year it plans to introduce its own "smart card," a plastic card embedded with a computer chip, to process and store data. Smart cards have proven a great success in France but have been pooh-poohed by Dutch banks as too expensive.

Corporate clients of Credit Lyonnais will be able to electronically transfer funds, receive account information and possibly tap into a databank of corporate credit ratings. Credit Lyonnais, which took over Slavenburg's bank several years ago, acquired Nederlandse Credietbank from Chase Manhattan bank earlier

this year.

The French-owned bank hopes other banks eventually will join its smart card network.

Perusing the horizon Messrs Oort and Schotman (ABN board of supervisors and former Postbank director, respectively) are cautious. In their joint paper for a recent banking seminar they wrote: "It appears that in terms of profitability (Dutch banks) are at best, average. For the Dutch banks this contains the warning that they must sail closer to the liquidity compass in the choice of their product assortment."

Laura Roper.

Despite their good record, the commercial banks cannot afford to sit on their laurels

Tumultuous changes ahead

Continued from page 1

The Finance Ministry will shift most of its supervisory powers to an independent body comparable to the UK's Securities and Investments Board. The new body will have its hands full coping with the Stock Exchange's "rolling Big Bang," which began several years ago.

Two other problems besides corporate defences are causing great difficulties for the Bourse. One is the rule of the *hoekman* firms, Amsterdam's equivalent of New York specialists, and the other is capital markets liberalisation.

Bank Nederland: its merchant bank Mees & Hope; Amro and its merchant bank Pierson, holding and Pierson - has enjoyed an oligopoly over the primary capital market.

Credit Suisse-First Boston led the charge earlier this year by revolting against the domestic Dutch conventions in the primary market and substituting Euro market conventions. The fee structure was turned upside down. Euro-gulder issues were listed on the Bourse instead of privately placed and one gulder-paper issue was listed in Luxembourg.

Underwriting managers appointed under a quota system known as the "Van Kampen System," in which Bourse turnover determined allocation. Passing along selling commissions was forbidden by the Bourse.

Under a sweeping set of measures announced by the Stock Exchange in May, the primary market was more closely aligned with the Euro markets. Van Kampen was scrapped, the much-ignored ban on price concessions was dropped and publication of prospectuses was quickened.

Now the Euro market fee structure is starting to prevail and a grey market in bonds and notes is emerging for the first time.

All things considered, the Dutch face 1992 rather confidently.

The Dutch Finance Minister, Mr H. Onno Ruding spoke optimistically at last month's official opening of Amro's new headquarters on the outskirts of Amsterdam, where bankers are moving. The stately Herte-gracht (gentlemen's canal) is too crowded for the big new dealing rooms which banks want in their headquarters.

"The objective of the White Paper envisages the crumbling of many obstacles," the Finance Minister noted. "For the Netherlands, with Amsterdam as an outstanding financial centre, this offers advantages compared with the current situation."

"The Netherlands has traditionally and consciously carried out an open policy and nakedly faced foreign competition and derived strength. The financial services offered by Dutch institutions, such as banks, insurance companies, investment funds and securities institutions, are competitive and offer a good basis for the period after 1992," he added.

"I believe that we, with these objectives, are on the right path."

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NETHERLANDS BANKING 3

Amsterdam has to liberalise further to confirm its competitive position against rival markets

Capital markets in throes of big changes

AMSTERDAM'S tradition-bound capital markets are in the midst of a far-reaching transformation. In a response to growing competition on the domestic and international bond markets, the Amsterdam stock exchange announced a second sweeping liberalisation programme on May 16.

The plan effectively abolishes the so-called "Van Campen" system of underwriting allocation which has been a persistent but increasingly inefficient fixture on the Dutch primary bond market for more than a decade.

Instead, Amsterdam will move closer to European practices, which will more equitably spread debt among participants and also produce new pressures to sell and compete.

A grey market, in which the price of new issues can be fine-tuned to market demands is another emerging feature of the Amsterdam scene. The likely result of these changes, says one banker, is that "we will have to live with narrower margins all round."

It is widely recognised that as the process of European financial liberalisation gathers pace, Amsterdam will have to make still further changes to cement its competitive position more firmly vis-a-vis such rival markets as London and Luxembourg, which have siphoned off substantial Dutch business in the past.

At one point several years ago, as much as 27 per cent of total

business in Dutch stocks was being carried out in rival centres such as London (although no official figures exist).

The Guilder bond market has traditionally been dominated by government issues. Excepting the well developed private placement market, public issues accounted for FI 20bn of a total FI 25bn in new listings last year.

Under the old Van Campen system, each member of the bourse had a right to subscribe to a specific portion of these issues, based on their market share. As much as 40 per cent of any given issue might be held aside for these bourse members. But they were not obliged to accept; they could postpone a decision until the last minute, potentially leaving the major banks holding an unpopular issue.

Inevitably, Van Campen practice and Van Campen theory diverged, as participants found ways of by-passing the system, to try and compensate for its disadvantages.

The new system will favour the bigger players on the market. They will have to decide whether to join a syndicate immediately, and will have the possibility to subscribe up to 15 per cent of a given issue.

In a comprehensive house-cleaning, listing costs have been lowered (but only somewhat), and launch periods have been shortened by changes in the rules for prospectus publication. A ban on negotiated commissions has

also been eliminated.

The new rules mark an end to the market domination of the old *Klaverblad* (or cloverleaf) banks which consisted of ABN, Amro, their respective merchant banking subsidiaries Mees & Hope and Piersen, Haldring & Piersen, plus Rabo and NMB.

The *klaverblad* relied on traditionally close relations with mainly domestic investor base, but now it will be joined by a wider circle of players with a broader range of potential customers.

Many of the current changes are an outgrowth of an initial round of liberalisation in 1984. This opened the way for a number of foreign merchant banks to open or expand their operations in the Netherlands and cleared the path towards a greater diversity in financial instruments.

In all, there are now some 40 foreign banks represented in Amsterdam, of which fully eight are Japanese. They include Credit Suisse First Boston (CSFB), Swiss Bank Corporation Investment Banking (SBCI), Barclays de Zoete Wedd, Morgan Guaranty, Nikko and Yamaichi.

The newcomers were at first slow to make an impact, but eventually it was the two Swiss banks which were widely credited with forcing the pace of change on the capital market.

CSFB, for example, with its broad international placement capacity was able to lead manage a series of issues along Euro-market rather than domestic conventions; in the process the Dutch fee structure was turned on its head.

Earlier this year, Tyo Van Marle, CSFB's activist chief, took one guilder issue for Austria to Luxembourg rather than listing in Amsterdam. He argued that Amsterdam's listing cost, though recently capped at FI 60,000, remains too expensive.

"Of course, we prefer to list in Amsterdam to show our goodwill," shrugs Van Marle. "Luxem-



Mr H. Onno Ruding, the Dutch Finance Minister: a keen supporter of the liberalisation of Dutch capital markets.

bourg was cheaper by a factor of ten." He also insists he has no intention of competing on fees as do his counterparts in the banks.

Clearly CSFB and other foreign banks with well-developed international placing networks, have been able to turn the greater foreign interest in Guilder issues to their advantage.

Lower Dutch interest rates in relation to West Germany prompted a number of foreign investors to switch from D-Mark and Swiss franc denominated bonds into Guilder paper.

Despite these changes, many are calling for further regulatory adjustments to cement the market's competitive position internationally. Among these changes would be a further cut in listing costs, the alignment of settlement procedures with (a longer) 7-day international norm, and an elimination of Amsterdam's stamp duty on all securities trades.

On the equities side, Amsterdam's merchant banks are expecting a difficult year in the wake of the October crash. In the space of four years to 1987, turn-

over on the Amsterdam stock exchange had exploded from FI 130bn to FI 380bn.

The booming equities business, combined with slumping demand for traditional bank loans and securitisation of debt had played into the hands of the Dutch merchant banks which, until then, had never attained the same importance in the financial sphere as in countries like the UK.

But turnover on the equities side of the Amsterdam exchange has dropped substantially since October, as elsewhere. Profitability has declined sharply.

Stock trading activity shows little signs of recovery (although bond trading remains brisk) and this will mean generally stagnant profits. Those institutions with larger private client bases will be more deeply affected.

Most banks are laying greater emphasis on developing their research services, as they lag far behind their US and UK competitors.

But competition was growing even before the crash. Dutch

institutions sharply increased block trading, with its higher risks and lower margins. In response to foreign competition not least from London market makers.

The traditionally conservative Dutch institutional investor has been scared away from the equities market to the same extent as private individuals.

Yet these institutions still hold by far the greater portion of their assets in bonds, cash and real estate. A big proportion of Europe's pension fund assets are concentrated in Holland.

Moreover, the post-October lull has not frightened the foreign houses away. Japanese houses such as Nikko Securities, which recently opened a new office in Amsterdam, still have a long-term interest in establishing a base for European operations in Amsterdam, with an eye towards the European Community's plans for an open internal market by 1992.

For the Dutch banks, their presence is welcomed as a potential stimulus to stock trading.

David A Brown

European Options Exchange

Still in black despite doubt

EARLY THIS year, Mr Tjerk Westertep, chairman of the European Options Exchange in Amsterdam, was gloomy about prospects for the exchange for 1988. Today he is slightly less pessimistic.

"Compared to last year's all-record high of 10.8m contracts, we were anticipating that in 1988 contracts would go down by 50 per cent. But we were wrong.

"Over the first six months of 1988 business went down by 32 per cent only. The European Options Exchange is therefore still in black figures."

The figures indeed still equalise the activities of the EOE in 1985. And so after ten years of unprecedented EOE growth, Mr Westertep feels he should not complain too much.

Exchanges around the world are struggling with less business since October last year, with the exception of Japan. But Mr Westertep's conclusion is that the average investor still has a wait-and-see attitude. "They are all watching developments in the United States," he adds.

"It is not only the question of who is going to be the next president in the US, but even more of what his economic programme is going to be."

As regards today's situation, Mr Westertep observes that US foreign debts are increasing, while the balance of trade still shows a \$9.8bn deficit.

He adds that "stock and option markets are reacting nervously to any bit of good or bad news. The markets are fluctuating too much - they are lacking a bottom."

Mr Westertep wants to see investors move from equities to non-stock options. He also calls himself lucky that last August, the EOE introduced the major market index, MMI, a basket of US blue chips stocks, originally created by the American Stock Exchange.

It is today possible to deal under the same contract at the EOE and some six hours later on the American Stock Exchange in New York, so that positions can be opened in one market and closed in the other.

Before Black Monday, there was an average of 1,000 contracts a day, but this figure fell in November and December to



Mr T.E. Westertep, director general of the European Options Exchange

barely a dozen. By January MMI was back at 800 and in May this year it had reached the 1,000 mark again.

It is understandable that Mr Westertep closely watches happenings at the Amsterdam Stock Exchange, in particular "revolutionary" developments regarding takeovers and mergers and the fierce attacks on the Dutch bastion of protectionism in these matters.

Mr Westertep adds that "we will have to create European criteria on all European markets, because by 1992 it must be possible to not only list your company on stock markets in Amsterdam, but also in London, Paris, or Luxembourg. These developments are of high importance for the EOE."

Mr Westertep is philosophical about the failure of some international trading links between bourses. In creating the MMI link, there was an underlying idea of "going global" with options exchanges around the world.

EOE was a pioneer in this respect, but due to the global pessimism of investors the global dream never materialised.

Looking ahead, the EOE is launching a Dutch Stock Index in August, based on the top five Dutch stocks. During the same month, a Dutch Bond Index Option will be started.

Friso Endt

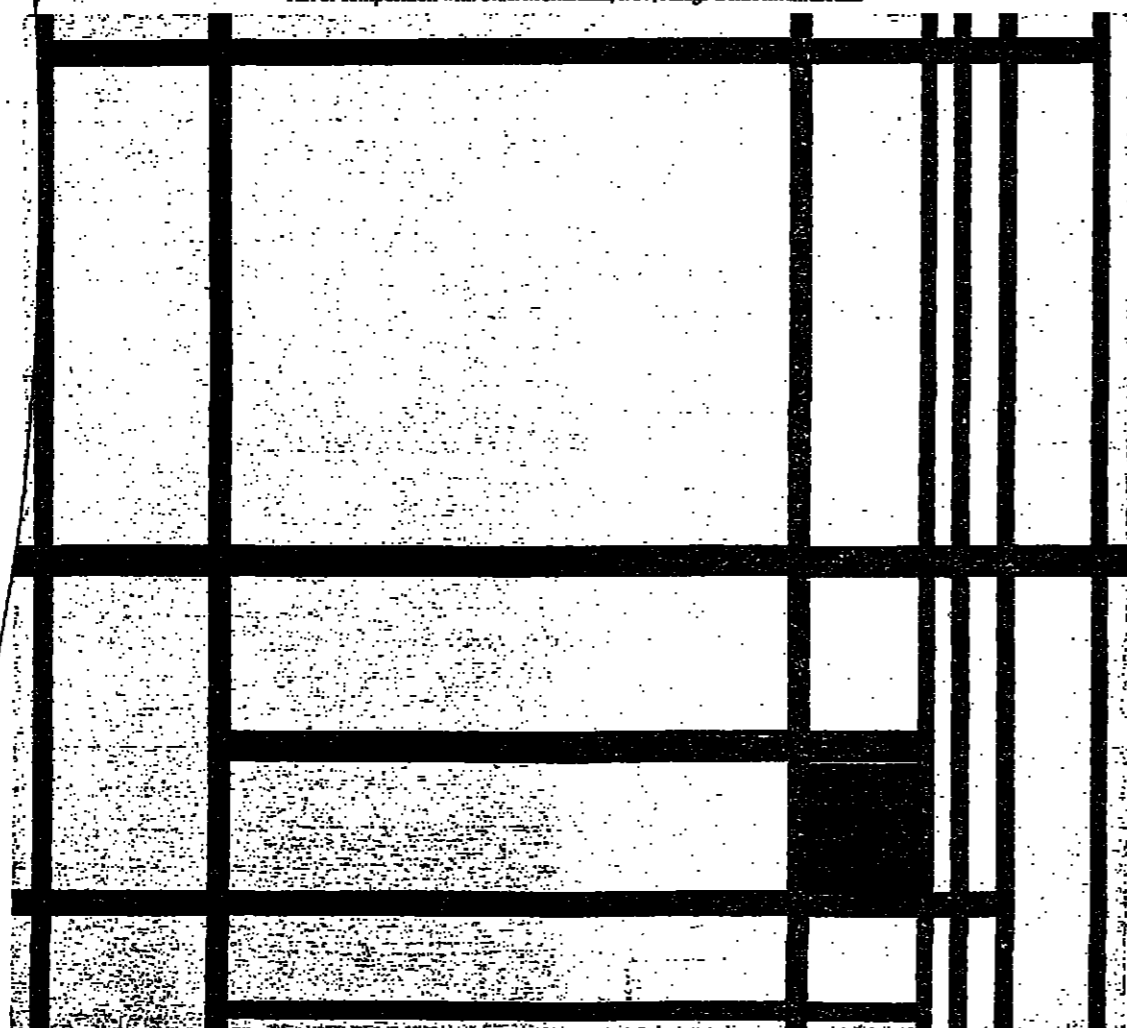
NETHERLANDS - KEY INDICATORS

Currency: Guilder	1983	1984	1985	1986	1987
Real GDP growth	1.4	3.2	2.3	2.4	1.5
Inflation (%)	2.8	3.3	2.2	0.2	-0.5
Current account (US\$bn)	3.7	5.0	5.2	4.9	3.0
Midwest trade-weighted currency index					
December 15, 1971=100	136.3	136.1	138.6	151.9	161.7
Midwest real trade-weighted currency index					
December 15, 1971=100	76.2	74.1	73.8	78.5	82.9

RESULTS OF MAJOR DUTCH BANKS

Balance Sheet Total FI bn	Net Profit FI m	Per Cent Change	Gross Profit FI bn	Per Cent Change	Debt Provisions FI m	Per cent Change
ABN 188.9	517.0	-3.0	1.58	-0.0	540.0	-6
Rabo 145.5	882.0	+1.9	1.48	+7.8	477.0	-25
Amro 143.2	479.0	+16.0	1.27	-0.9	600.0	-5
NMB 80.1	221.0	+14.0	0.796	+3.9	500.0	-5

Part of composition with blue, Mondrian, 1937, Haags Gemeentemuseum.



© Mondrian, 1937, Haags Gemeentemuseum, Amsterdam.

What does this Dutch artist share with Rabobank? Clarity, strength and vision.

Mondrian's paintings are characterised by clear lines, and strong use of form and colour, based on very definite views on his art. Similarly, Rabobank has carefully developed its own vision of banking. As Dutch industry grew, so did Rabobank, building up a network of 2,300 offices to become the largest domestic bank. With one third of all Dutch companies doing business with Rabobank. Today, with total assets of US\$ 75 billion, Rabobank is one of the top 50 banks in the world, with offices in major financial centres and ports around the globe. If you are thinking of doing business with the Netherlands, contact Rabobank. You'll find that our clarity is our strength.



The Art of Dutch Banking

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NETHERLANDS BANKING 4

Protection rules on the Amsterdam Stock Exchange

Takeover defences come under heavy fire

THE MEETINGS were highly secret. Every participant, 300 in all, had to sign a solemn promise not to bring them into the open.

In this way the board of the Amsterdam Stock Exchange recently held three meetings - or hearings - to test the opinions of Dutch business (i.e. companies listed at the Bourse) about plans to adjust the existing notorious Dutch protection rules against domestic and foreign takeover attempts.

The issue is one of the most controversial in the history of the 300-year-old Amsterdam Stock Exchange.

Today, public companies in the Netherlands enjoy some of the strongest defences in Europe against hostile takeovers since legal incorporation grants managements wide-ranging powers and shareholders have very few rights. Nevertheless, potential foreign raiders are watching events in Amsterdam with increasing interest.

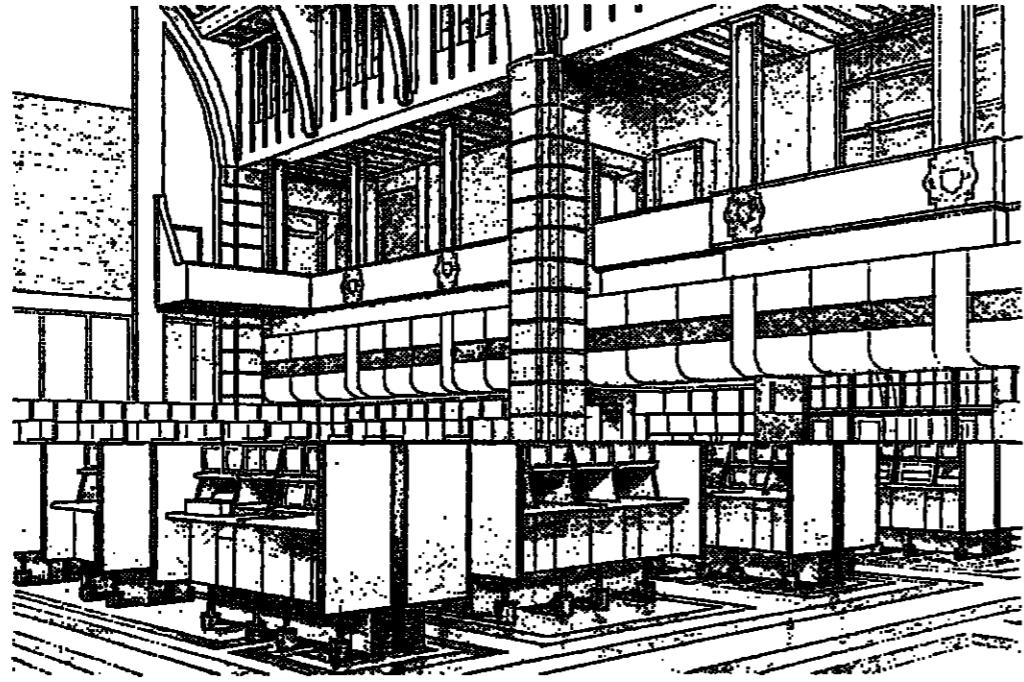
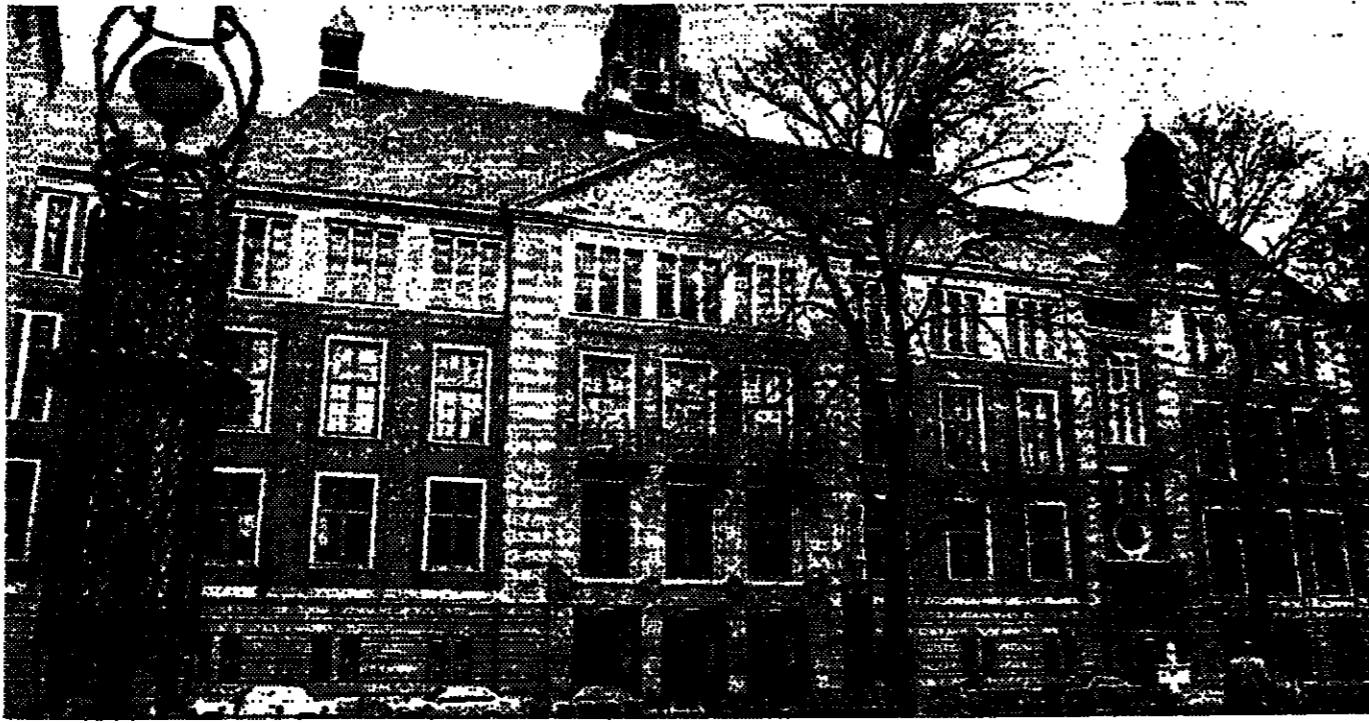
As things stand, only agreed deals stand a chance of success. However, the traditional oligarchy, in which company managers have an inherent right to run their business the way they want without checks and balances by shareholders, seems to be facing its final days. In the last 18 months, shareholders have been demanding more rights - and the protective walls surrounding Dutch companies are slowly crumbling.

In the early 1970s Dutch companies began fashioning strong anti-takeover defences to fend off British and other foreign companies which were keen to take over Dutch concerns. Foundations friendly to management were created with priority and preferred shares, closely controlled by the managements.

Influence by shareholders was further curbed when companies began to issue share certificates with no voting rights. The shares and their voting rights were administered by so-called "administration offices," whose allegiance leaned towards the company management.

However, the result, according to Baron van Ierssum, the Stock Exchange chairman, is that today the Amsterdam bourse has one of the (if not the) lowest price-to-earnings ratios in Europe.

Baron van Ierssum blew the whistle about a year ago by saying that it was finally time that Netherlands investors were given more say in how companies



■ The issue over protection rules is the most intense in the history of the 300-year-old Amsterdam Exchange, above. ■ An impression (left) of new technology being installed on the trading floor.

protective measures should be submitted for prior approval by shareholders.

"The placement of preference shares should serve the promotion of the interests of the company and all parties concerned. Managing directors of listed companies should not be entitled to more than half of the responsibility for the manner in which the voting rights on priority shares are exercised."

Not until June 1987 had the Netherlands ever seen a hostile takeover attempt. Elsevier, a leading Dutch publisher, launched an unfriendly bid for Kluwer, one of its smaller rivals, which ultimately was rescued by white knight Wolters Samsom.

Early this year, shareholders of Nedlloyd of Rotterdam, a Dutch shipping and transport group, revolted under the leadership of dissident shareholder Mr Thorstein Hagen, a Norwegian shipping consultant.

He convinced other shareholders to vote down an issue of

cumulative preferred shares that was proposed by management.

Mr Hagen and the Nedlloyd management reached a rapprochement earlier this month over corporate strategy to streamline Nedlloyd's diversified transport activities.

Another case involved Audet, a modest Dutch publishing company in Nijmegen, which faced a takeover bid by VNU, the largest Dutch publishing group. Dissident Audet shareholders finally won a higher offer, which was also given to all other shareholders.

In the wake of the Stock Exchange's proposed limit on anti-takeover defences, listed Dutch companies have rebelled. Baron van Ierssum said earlier this month that he needed "to evaluate" the secret hearings held with the 300 listed companies.

He admits however that it is "unfortunate" that the outcome of some of these meetings was already widely published in some media.

He says: "The heart of the matter is of course that in the Netherlands clear rules for takeover or merger situations are literally non-existent." He confirms that because of the low earnings-price ratios "a lot of foreign companies are looking at Dutch companies."

On July 1, he says, the Stock Exchange board will take a final decision on the subject and an adviser will be sent to Omro Kuisling, the Dutch Finance Minister, who has the last "political" word in the matter.

Last week Mr Rinding made it clear that he would not take a decision soon as the issue might require a parliamentary debate.

This development is also explained by Mr Tiesk Westertop, chairman of the Amsterdam option exchange, Baron van Ierssum's "near neighbour." Mr Westertop, who is a former Cabinet Minister, comments that the issue should be handled at a European level.

"Takeover and merger constructions are heavily protected in the Netherlands and Switzerland, less so in Belgium and West Germany, not at all in countries such as the UK, France, Spain and Italy."

"The French have already made it clear in Brussels that something should be done about it at a European level," he points out.

Friso Endt

Role of the hoekmen firms

The debate intensifies

"HOEKMEN" may be an endangered species. The floor specialists on the Amsterdam Stock Exchange are increasingly having to defend their role as central market-maker at a time when off-floor trading looks like the way of the future.

Echoing the debate in London at the time of its Big Bang, Amsterdam is now engulfed in a wrenching battle over the hoekmen's role. Heavy losses in last year's equity crash and the bait-out of one firm have fueled the debate.

A key question is whether hoekmen should continue in their single capacity as market makers or be allowed to expand into brokering and other services - dual capacity. Related to that is how securities are priced and liquidity is guaranteed.

"They do not, like their counterparts in New York and London, have to earn their income on the spread," notes Mr Robert Weaver, a sales manager in financial products for Thorn/EMI's Software Science subsidiary.

"By working to earn money on a spread it would stimulate the market participant to be commercially extroverted and therefore create a much more competitive price, which is ultimately what interests the customer the most."

The sides are clearly drawn. The 35 or so hoekmen firms are happy with the way things are. The October stock market crash actually proved the need for hoekmen, they argue.

Expanding into brokering might be all right if banks and brokerage firms are kept at bay, as they are now. But a net pricing system would require much greater capital resources than most hoekmen have now.

"We have solved the problems," asserts Mr M.J. Drissen, a spokesman for the hoekmen. "We are merging to strengthen weaker members and establishing a new fund to help in times of temporary shortages of capital."

Big Dutch banks and commission houses are eager to buy into hoekmen firms beyond the 5 pc limit now imposed by the stock exchange. Fully integrated firms could then be created with everything from market making to sales to securities research, as

happened in London. Perhaps with that in mind James Capel, London's biggest stockbroker, has taken over one firm.

Hoekmen are assigned to a hoek, or corner, where they match up orders from banks and commission houses in a number of assigned securities. As single-capacity players they can only make markets based on orders received and cannot act as brokers in dealing with investors.

Commissions on every trade rather than price spreads provide income. Banks and brokers are forbidden from owning hoekmen to avoid possible price manipulation.

Hoekmen firms have exploited their strong position on the bourse board of directors by playing into the vision of its chairman, Baron Bouwdevin van Ierssum. He is committed to a centralised trading floor where orders are funneled and prices are set.

Even players in the Amsterdam Interprofessional Market (AIM), a bloc-trading market, must still report prices back to the central floor although deals bypass the hoekmen. This prompt reporting allows the hoekmen to shade their quotes when all players seek to offset their positions on the central floor.

In years past, hoekmen did a good business - collecting commissions, trading on their own account, free of the obligation to deal in order to keep an orderly market. Capital requirements set by the bourse were rather modest and profits were not always plowed back into the firm.

"Some people left their big cars parked on the edge of Amsterdam and came in with the tram," admits Mr Cees Vrank, a partner in the firm of Wolbers, the fifth largest hoekmen with 13 traders.

Wolbers is the result of a merger earlier this month between Wolbers/SAS, itself the product of a merger, and Idema. The newly merged firm makes markets in stocks such as Unilever, Hoogovens and Nedlloyd as well as investment funds and options.

Mr Vrank argues that the October crash proved how indispensable hoekmen are. During the collapse in share prices it was the

Continued on Page 5

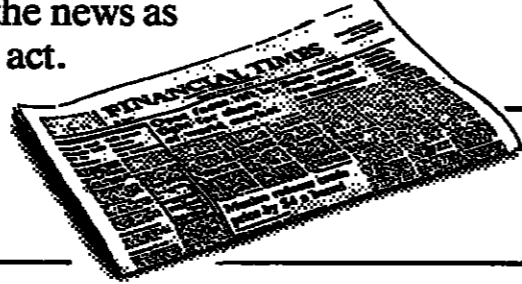
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NETHERLANDS BANKING 5

Dutch insurance companies are faced with sweeping changes and ...

Moral and commercial conundrums

DUTCH INSURANCE companies are facing sweeping changes. The three main problems are health insurance reform (as costs are rising beyond expectations), risk insurance against the AIDS virus, and - inevitably - the impact of the single European market in 1992 and what competition such a market will bring.

Health care is comparable to that of Britain, with costs in the Netherlands rising so greatly that government and the insurance industry are facing a near-impossible burden. It is a political dilemma which will be fought out in Parliament this autumn.

The insurance companies have been asking the government about AIDS-related issues: for example, can insurance companies ask prospective clients whether they are possibly contaminated by the AIDS virus, or if they have been diagnosed as HIV positive.

The Association of Health Insurance Companies has advised the industry to ask these difficult questions. A spokesman from one of the companies, De Zilveren Kruis, (The Silver Cross) said recently that people who are HIV-positive would be offered the same services as applicants suffering from heart-disease, diabetes, or cancer, for example.

cases where one might expect that the premium they pay will not compensate for the costs of their treatment." In the spokesman. "Such clients may take out a special rate for which they have to pay 15 per month." A normal insurance rate, by comparison, is between 100 and 150.

Under a Dutch act, enforced in April 1986, the insurance companies are no longer allowed to refuse so-called "risk-prone" clients. Consequently, the insurance industry is only accepting clients if they are prepared to pay the higher premium.

Last April, the Dutch Medical Association at the insurance industry reached agreement that anyone who applies for a life insurance sum above 100,000 can be required to undergo an AIDS test.

Dr Frits Kéhalé Altes, the Dutch Minister of Justice, confirmed in Parliament that, legally, the insurance industry has a right to ask for these tests. Only at February of the European Community Executive Committee in Brussels decided to abandon an AIDS test-requirement for people being interviewed for jobs.

also chairman of general management at Nationale Nederlanden, the biggest insurance company in the Netherlands. In an interview he said: "The first time we were really confronted with AIDS was a little over two years ago. The life companies are in close contact with the public via their field staffs and agents and they want to attain the AIDS policy to social developments."

Without an AIDS test requirement, Mr Fruitama fears that the risks faced by the insurance companies would be too high. "The danger lies in a deliberate attack on our company. We have reason to suspect that certain homosexual organisations are advising their members to purchase a life insurance policy when they discovered they have been infected with AIDS."

"We have to protect ourselves against this development by using a careful underwriting policy. We have to safeguard the interests of our present and future policy-holders in order to honour their legitimate claims."

Mr Fruitama emphasises that it is not the task of life insurers to scrutinise people's morals, but he says, "in order to accurately assess an application for a life policy we have to examine medical aspects - and it transpires that AIDS is prevalent among certain groups of people."

Asking people for information about their sexual preference violates their privacy and Mr Fruitama explains that probing questions also have a commercial disadvantage - "you will prob-

bly be able to eliminate dubious risks, but you will also write less business since you offend people by asking such questions."

In keeping a prudent approach, the Dutch Association of Life Insurers advises its members to admit a standard clause into their application forms whereby AIDS is added to the list of diseases about which a prospective policy-holder is usually asked. Mr Fruitama says: "If we really want to protect insurers against AIDS risks, we will have to ask for a specific blood test. An even more extreme measure would be to exclude coverage when it is proved that a death was caused by AIDS."

The blood test in question is the so-called Elisa test, which demonstrates whether a person's body has developed antibodies against the HIV virus, indicating contact with the disease.

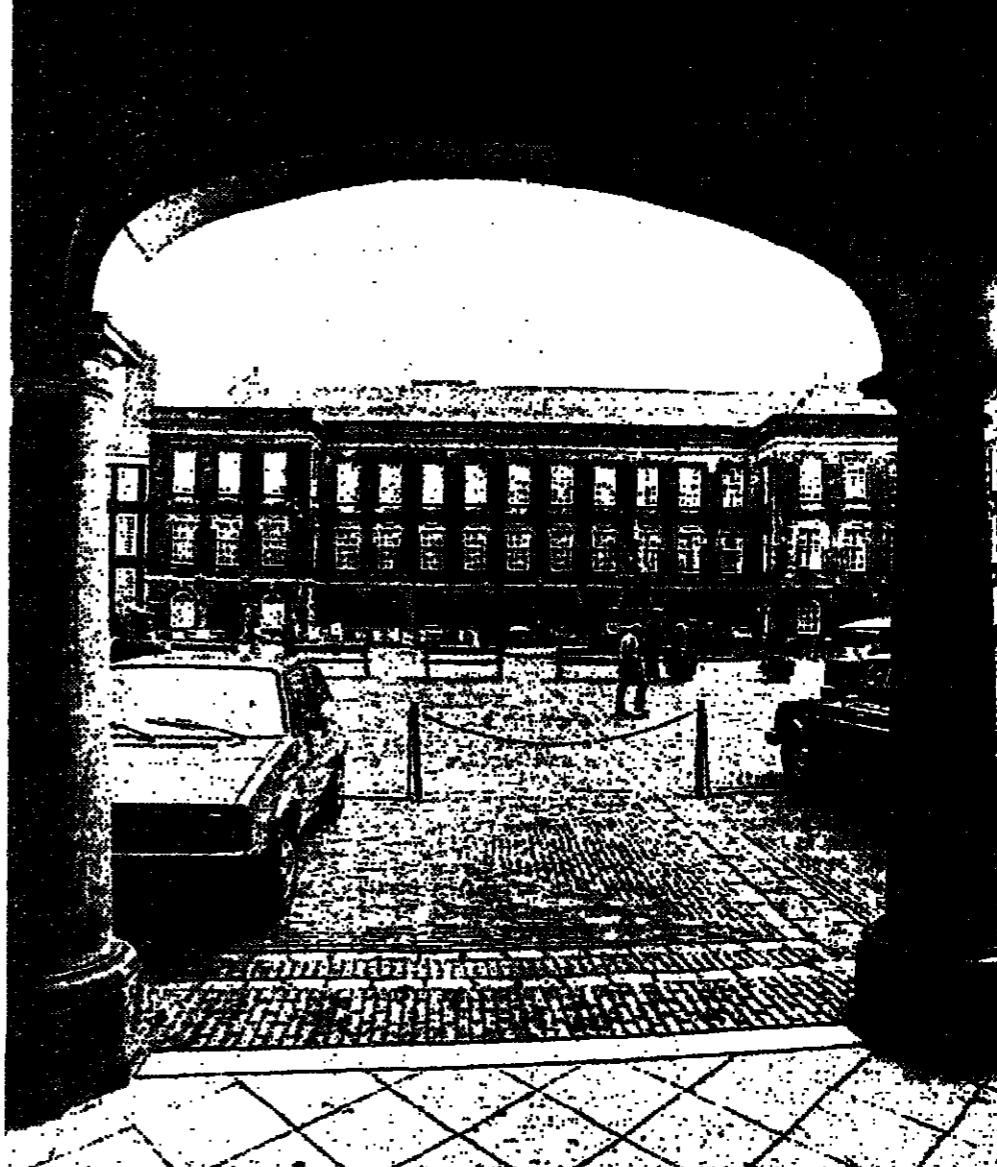
Mr Hendrik de Raadt is chairman of the Dutch Association of Company Medical Officers and chief medical officer of Nationale Nederlanden Life. He says the test is relatively cheap (about 15) and can be performed in practically any clinic. When asked what they would do if they found someone with an HIV-positive test, he replied: "We would do what we always do. We would write the applicant a letter to the effect that we have found a small anomaly in your blood test and we advise you to contact your family doctor who has already been informed by us."

"We would meanwhile put the application in the pending file, inform the applicant's family doctor and ask him to inform us of the outcome if he and his client decide on a further examination."

Mr De Raadt also touched on the detail of claims when a cause of death turns out to be AIDS - the measure which Mr Meny Fruitema describes as the most extreme step insurers could take to protect themselves.

"This would involve drastic legislative changes," says Mr de Raadt. "For reasons of privacy, insurers in the Netherlands do not receive a copy of a death certificate, as do their colleagues in other European countries. So we are simply informed that a person has died - not how he has died."

With an eye towards a wider market in 1992, the Dutch non-life insurers market always have been freely accessible to foreign insurers. No matter where an insurance company is established



Health insurance: "a political dilemma which will be fought out in parliament (above) this autumn"

in the world, there are no restrictions for it to cover risks in the Netherlands.

However, in order to transact life insurance it was necessary, until recently, to have an established base in Holland. And presently there are about 200 foreign insurance companies established in the Netherlands.

Since July last year, there has been freedom worldwide to provide life insurance in Holland as well. Therefore the situation relating to "freedom of service" is fundamentally different from other EC countries. Companies established in other EC nations are free to insure persons or risks in the Netherlands as long as they operate from their establish-

ment and not in the Netherlands. Dutch insurance supervision is the most liberal in the European Community: no previous approval of rates and conditions required, no minimum technical bases are described, no investment regulations, and no specifications for the assets and liabilities-evaluation.

With such a liberal situation it is clear that Dutch insurers are reacting differently from those in more restrictive countries to the prospects for 1992. Apart from the 800 non-life and 80 life companies established in the Netherlands, there are also different distribution systems which compete with each other.

Some people in the insurance industry are predicting that a huge integrated European market of 320m Europeans could provide an insurance premium volume of \$60bn. As the Dutch market is freely accessible, Dutch insurers see the future 1992 market as a two-way street which will be opened up to their advantage.

What will 1992 then bring as regards changes in the Dutch market? "Two strategic options are conceivable," says an industry analyst. "One option is that you become a meagre company - or else you become a specialist in a market segment. If you succeed, you are the winner."

Friso Endt

COST SAVINGS	
COUNTRY	Scale/bn
Belgium	0.7
Germany	4.6
Spain	3.2
France	3.7
Italy	4.0
Luxembourg	0.1
Netherlands	0.3
United Kingdom	5.1
TOTAL	21.7

This table indicates how European integration will save money in credit and insurance markets.

problem received attention, followed by a great deal of unrest - and now we are in the phase of extensive consultation.

"The purpose of our association is to try to avoid an escalation of an AIDS witch-hunt. The

Controversy over the hoekmen

Continued from page 4
hoekmen who were buyers of last resort, even when not legally bound to do so, he avers. Trading in Amsterdam never ground to a halt as it did in London.

"Some banks weren't even picking up the telephone," he snorts. "It was clear during the crash that we were a professional counter-party." Financial losses resulted from acting professionally, he argues.

Capital requirements recently were raised sharply for hoekmen, as for all stock exchange members. Now firms must have a minimum base of 1.1m, five times the previous amount.

Risk-weighted liquidity requirements for the securities which they deal also were lifted. Hoekmen must now hold 20-30 per cent of a given position in liquid reserves, up from 10-15 per cent before.

A venture capital fund is being created to serve as a buffer in

case of emergencies like the crash. A stock exchange members participate but the fund won't run the way for outside shareholders in hoekmen, Mr Driess insists.

"It was a first step in that direction," he warns. "We don't want to remain independent in order to keep the setting mechanism pure."

On a few points nearly everyone agrees. Hoekmen must press hard with efforts to strengthen their financial resources and professional expertise if they are to survive at all.

The crash of 1987 took its toll, resulting in losses of "tens of millions of guilders" and the rescue by Melleger and Van den Elsaker with Amsterdam options traders. Melleger was the result of a four-way merger last year and proved that bigger does not necessarily mean healthier.

Consolidation nevertheless has shrunk the ranks to about 85 firms from more than 50 a few

years ago. Only 15 or 20 eventually will be left, according to common consensus.

Falling commissions, rising costs and the need for better talent are hitting most firms. Over the past five years commissions have plunged by about half. The stock exchange's current move into "paperless trading" is costing members heavily in new computer equipment.

Greater capital is essential if liquidity is to be guaranteed. Hoekmen presumably would be better able to stand behind their quotes - which they don't always do now - if they had plenty of money behind them.

Mr N.E. Bédema, senior partner in his firm of the same name which recently merged with Wolbers/SAS, notes that expertise is equally important - "Hopefully you increase your know-how," he says. "You want to acquire traders with a vision."

But other points remain contentious. One is settlement of

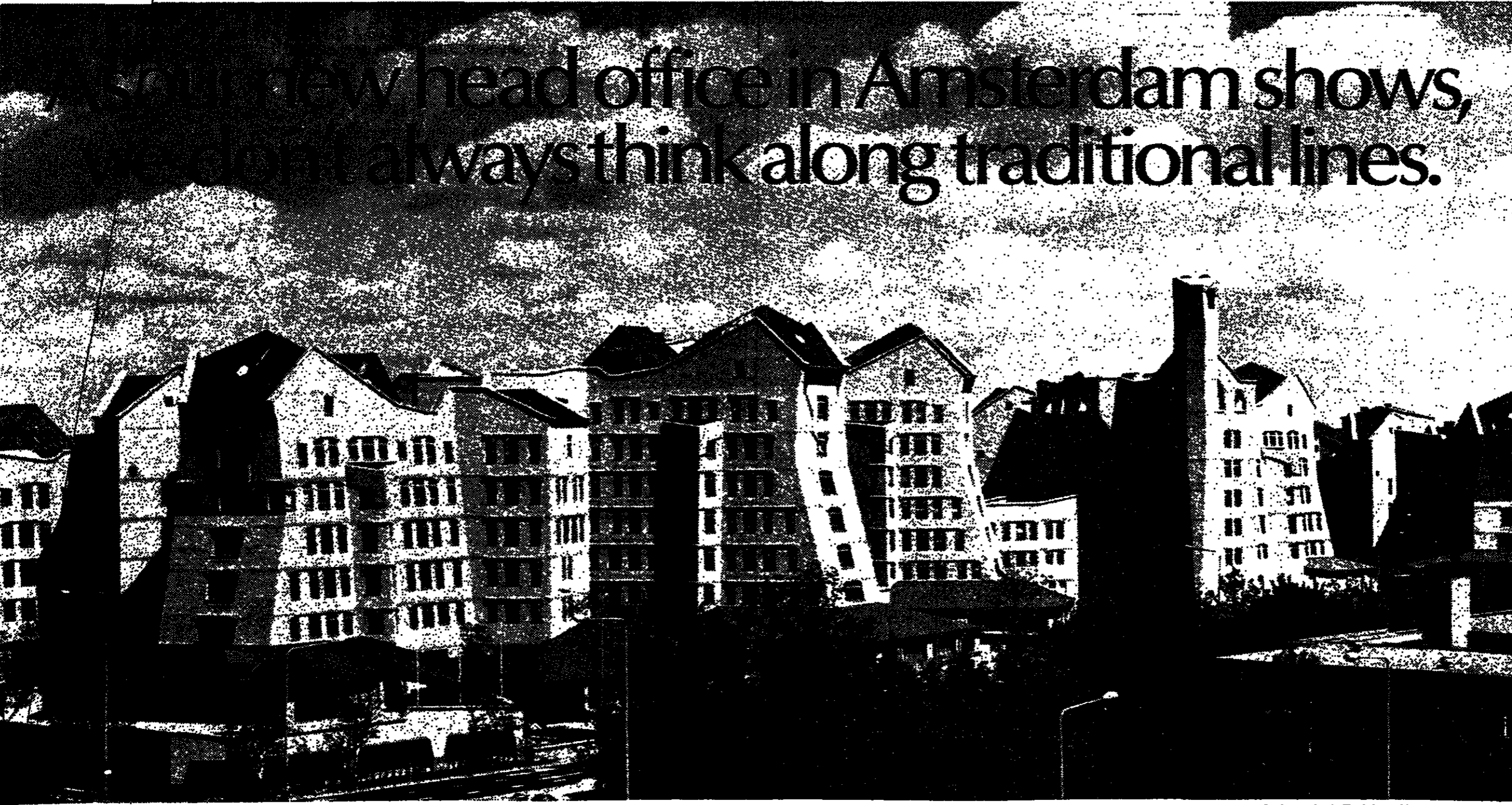
hours transactions, which can take anywhere from two to 10 days. Baron van Iltersum has promised to impose the international standard of five business days but nothing has happened yet.

The variability allows hoekmen to juggle settlements in order to finance positions with new ones rather than with funds. But banks and brokers often get squeezed between the hoekmen and foreign clients, who work on the five-day rule. If the hoekman pays later the bank has to carry the financing charge.

More divisive is the hoekman's access to AIM prices. Baron van Iltersum has vaguely relaxed the reporting requirement, but it is unclear how independent off-floor trading can be. Some market participants believe it is only a matter of time before genuine off-floor trading is allowed and Amsterdam has a real Big Bang.

But other points remain contentious. One is settlement of

Laure Raun



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NETHERLANDS BANKING 6

Pensions reform

Still high on the agenda

AFTER 20 years of working for pension reform, Mr Erwin Nypels, Member of Parliament for the Democrats '86 party, is finally getting some reward, though no retirement: he is seeing industry move to make private pension benefits fairer to those who change jobs.

The system until now has been "legalised theft," Mr Nypels claims, surrounded by two decades of research on pensions. "The 'lifters' are rewarded and the 'movers' are penalised."

Mr Nypels is founder of the Association for Combating Pension Severance. The "severance" is of a job-changer's pension fund from the indemnity enjoyed by a job-keeper. Deprived of inflation or wage indexation, the pension funds are called "sleepers" and cannot be taken to the next job, either.

A worker who changes jobs at the age of 35 can lose a quarter of the benefits that would otherwise have been enjoyed; someone who changes jobs at 45 can lose half.

"Pension severance further serves as a damper on labour mobility and means a serious erosion of the freedom to choose a job," Mr Nypels explains. "For older employees this leads to a kind of pension slavery. From the viewpoint of labour market policy it is urgent that this damper on mobility is removed. This is also in the interest of cross-fertilisation of experience in industry."

In the Netherlands, as in the UK and US, pension reform is high on the agenda. Pension severance affects a quarter to a half of all workers, according to Mr Nypels. The population is ageing rapidly and by the year 2000 around 23 per cent of the population will be retired.

Dutch pension funds are believed to be the biggest in the world, with assets of about F1350bn at the end of 1987, according to the Netherlands' Central Bureau of Statistics. Banks would like to tap into this wealth of savings which, until now, have been the exclusive preserve of pension funds and insurance companies. Both the investments and benefits are coming increasingly under attack.

A state pension is available to everyone upon reaching the age of 65. It is equal to between a half and a full minimum wage, depending on the age and employment of family members. Since April 1 pension benefits

have been trimmed for a working spouse - a further irritant to men who were already angry about having their benefits cut several years ago when women got equal ones.

Because state benefits are rather modest most companies

Pension severance serves as a damper on labour mobility and erodes freedom of job choice

and industries offer private pension schemes as well. About 60 per cent of all employees are covered by private plans and this is expected to rise to 80 per cent in coming years.

Mr Nypels, who first introduced a bill on the subject to parliament in 1980, wants to see the sleeping funds linked to inflation, wage rises, age or company tenure. Pension portability, in which an employee can take his fund with him, would also be allowed under the bill. Anything that would equalise the benefits for lifters and movers has Mr Nypels' approval.

Earlier this month an industry group was formed to adjust pension benefits for either age or company tenure in the case of job change. The group represents companies which cover about 400,000 employees in the metal industry and architectural profession, among others.

Another 300,000 employees work for companies which had already agreed to adjust funds for both age and tenure. But, in total, these 700,000 employees account for less than one-fifth of all workers and it is not clear how quickly other employers will move - if they move at all.

By the end of this year employers are supposed to report back to Parliament on efforts to adjust pension schemes. "By the first half of 1989 I hope to put things in order," Mr Nypels says. "The Liberal Party says that if industry won't voluntarily rectify the situation then they will support my bill."

Pension portability has been forbidden for two reasons. One is the government's desire to keep people from spending their retirement money on things like houses; the other is the enormous variety of schemes, as many as 30,000 with different regulations spread among 1,180 funds. Employers have so far established efforts to force them to adjust sleeper funds, arguing it would be too costly. But Mr

Nypels retorts that indexing could easily be paid out of funds' ample reserves.

Critics argue that Dutch pension schemes discriminate against people building careers, unmarried people, women and low-income workers. Traditional

private schemes were designed for the bread-winning married man who remained with one employer and whose wife stayed at home. Working women and single people usually face more stringent criteria for participation and receive lower benefits.

Low income employees suffer at the expense of more highly paid ones because "last salary" schemes account for 60 per cent of all plans. Under these, the person retiring gets 70 per cent of his last salary regardless of whether the accumulated premiums and interest are equal to that. Also unfair, say critics, is that employers frequently offer a pension "bonus" to higher-salaried workers to entice them to change jobs. This bonus is paid out of fund reserves.

"Available premium" schemes, which account for another 25-30 per cent of all plans, often yield better benefits and are fairer. Benefits simply amount to the built-up premiums and interest, which often come to more than 70 per cent of the last salary. But the exact benefit level is unknown until the last moment and Dutch workers prefer the certainty of the 70 per cent.

Babobank, the big Dutch co-operative bank, launched a campaign earlier this month for greater choice in retirement-fund products. Mr HJ Klarenbeek, vice chairman of Babo, urged the government to allow banks to offer a kind of individual retirement account and to raise overall tax deductions for such savings to 20-25 per cent of income.

"A greater supply of old-age reserves and the involvement of banks in that supply are conditions that justify the growing demand for more choices in ... these products," Mr Klarenbeek said. "Both would lead to an improvement in the allocation of private savings which could be plowed back into the productive sectors of our economy. From the viewpoint of equitable competi-

tive conditions in the context of 'Europe 1992' something is necessary."

Pension funds also are criticised for their investment policies. They are too big and lazy and if funds were invested more cleverly then excessively high premiums - some say among the steepest in the world - could be pared and benefits could be raised, the argument goes.

It is true that investment policies are quite conservative by international standards. The rate of return used to calculate benefits is a low 4 per cent and anything above that is tossed into the reserve pot and is used to top up last salaries, among other things. A higher rate of return would allow more generous benefits or lower premiums, or both.

Dutch pension funds invest much more heavily in government bonds and more lightly in equity than their UK counterparts. As much as 90 per cent was tucked into government bonds (Dutch and foreign) and private-placement loans, and as little as 5 per cent in shares in the past, although this is changing, especially among sophisticated funds such as Royal Dutch/Shell.

World Markets Company, an Edinburgh-based bureau now owned by Bankers Trust of New York, surveyed 23 Dutch funds last year and found 64 per cent of portfolios in bonds, 17 per cent in equity, 15 per cent in real estate, and 3 per cent in mortgages.

Over the past four years Dutch funds have earned about 9 per cent in guilder terms on their assets - significantly less than the 15 per cent in sterling terms chalked up by UK funds, according to World Markets Company.

The Dutch argue that last year's equity crash proves the need for a prudent policy. But even in 1987 UK funds performed better, earning 3.4 per cent, or twice as much as the 1.6 per cent for Dutch ones.

Despite last year's crash, Dutch pension fund managers probably will continue to adopt a more flexible attitude, with one obvious exception. Portfolio insurance - using options and futures to hedge a portfolio - got a very black name in the October crash and it is doubtful whether this once-popular US strategy will find its way into the Netherlands.

Laura Raun



Shoppers, young and old, in the Lijnbaan area of Rotterdam; pension severance policies probably affect a quarter of all Dutch employees. The population is ageing rapidly and by the year 2000 around 23 per cent of the people will be retired.

Venture capital

Form of financing that suits

IN TERMS of venture capital funds, the Dutch are the third largest in the world, with F1 2.5bn (Ecu 1.1bn), not far behind the United States with \$19.6bn and the United Kingdom with Ecu 2.7bn.

Dutch funds alone "are covering more venture capital areas than all other European Community countries together, apart from the UK," comments Professor Arie van der Zwan, former president of Holland's National Investment Bank; today he is a board member of Vendex International, the department store chain.

Venture capital is a form of financing that suits the Dutch well. Three centuries ago in the days of the United East Indies Company Dutch entrepreneurs were already launching into the sector. If, for example, one of the company's ships returned with pepper from the Dutch East Indies, the investors made a profit - but if the vessel did not return, then investors lost their money.

The venture capital market in the Netherlands today is somewhat less adventurous - ten years ago a Dutch businessman, Bert Twaalfhoven, went to the European Management Conference in Switzerland and told

Dutch bankers that he considered them anything but risk-takers. But by 1981 the climate was changing as the Dutch Government, faced with a wave of unemployment, started a venture capital scheme in which the

Dutch bankers were anything but risk-takers

authorities underwrote losses of up to 50 per cent in new projects.

In the years leading up to 1981, the National Investment Bank had helped to establish five provincially-managed venture capital companies. Their presence made relatively little change to the overall situation until the government's guarantee scheme was launched. A series of venture capital companies were then established, some with English-sounding names, such as Bever Investments, Euroventures, Holland Venture, Venture Capital Investors and so on.

One of these pioneers was Mr Ailerd Blauwboer, who began his venture capital company with less than F1 10,000, plus a small office with an old typewriter. "I looked for opportunities and found them," he recalls. "The

ratio in those early days was that, generally, one out of ten of investment projects was a good success, while five gave reasonable returns, three gave average return - and one was a near disaster."

Today, Mr Blauwboer's Neshele venture capital company thrives on a capital of F1 50m. A story is not exceptional: not only have banks such as ABN and Amro entered the market, but so the Government has entered the venture capital sector by looking the Company for Industrial Projects (M.I.P.).

Various chambers of commerce are also operating in the field. For example, the chamber in Breda set up a scheme three years ago to attract 300 small private investors to each participate with F1 500 in venture capital.

The response was so swift and encouraging that chambers in other parts of the country have followed suit - in, for example, in Dordrecht, Haarlem, Rotterdam, Delft, Lelystad and Bergen op Zoom.

The Government's organisation for industrial projects, M.I.P. has so far invested close to F1 300m in different schemes. According to the latest "Venture Capital Guide Book," published by Peat Marwick, the accountancy firm,

M.I.P. and the Netherlands Participation Company are the two front-runners in Holland's venture capital sector; number three is the NMB Bank, which focuses mainly and by tradition on small and medium-sized companies.

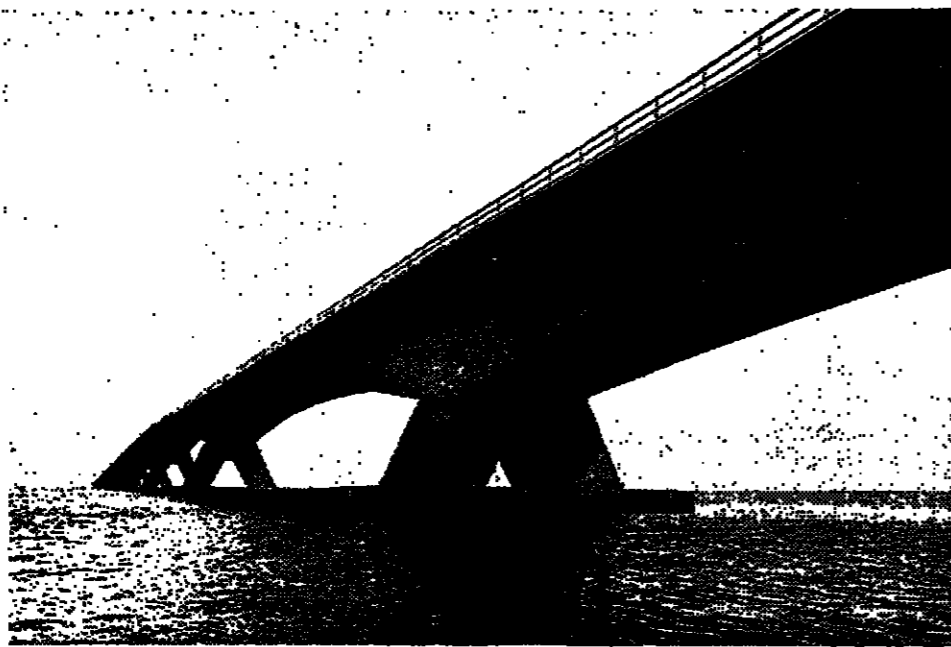
Other heavyweights in the sector include the Noto group (also investing strongly in the United States); an ABN Bank venture capital fund; Neshele; the Orange Nassau Group; G&G Ventures; Holland Venture; International Venture; and Kempen and Co.

As the market boomed, the Stock Exchange Board founded the so-called parallel market, next to the official exchange.

Venture capitalists' apprehensions became the victims of their own enthusiasm, however. The euphoria for the parallel market grew so much that "sometimes companies were listed, but there really were no buyers," comments Mr J. van der Zwan, managing director of the investment company, "Neshele," which advises a number of venture capital firms.

"People are not asking whether a venture capital company is fit for the parallel market, but whether the parallel market is fit for that company."

Friso Endt



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NETHERLANDS BANKING 7

Half the population and 80 per cent of all Dutch companies have an account with the state-owned bank

The Postbank gets ready for privatisation

THE COUNTDOWN has started for privatisation of the Postbank. The Dutch state-owned bank is to be publicly floated within two years and pressure is on to get ready.

services such as securities brokerage and merchant banking, which will be allowed at the time of the flotation. A stable of traders, arbitrageurs, advisers and analysts must be built up.

Mr G.J. Van der Lugt, president of the Postbank, seems confident he can transform a government-owned bank into a private one that can compete with the best of them.

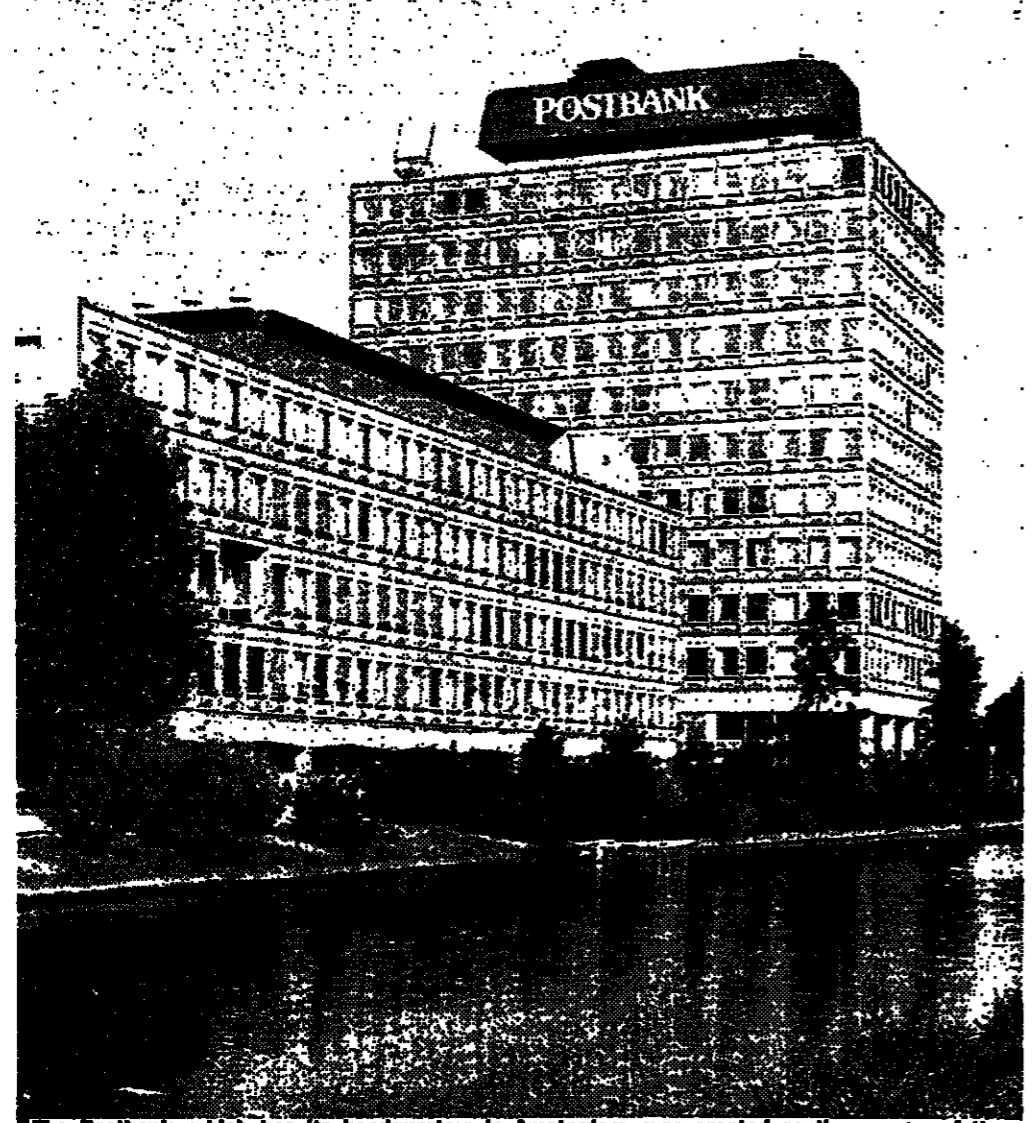
institutions, he added this month. Because it grew up as a kind of public utility for transferring funds, the Postbank has a massive presence in the Dutch market.

Ultimately Mr van der Lugt hopes to handle more than 20 per cent of its transactions through electronic funds transfers (EFT) compared with only 3 per cent at the moment.

Over the next four years the Postbank will spend about fl 1.35 bn on automation, mostly EFT. Four major projects are point-of-sales (POS) terminals and their debit cards, automatic teller machines (ATMs), a credit card and GiroNet, a home-banking scheme using personal computers.

Agreement has now been reached on a standard format for on-line terminals and a magnetic-stripe card with a central switching centre for all EFT. The system is to be operational by early next year, when a total of about 1000 POS terminals are supposed to be in place.

But underwriting issues and advising on mergers and acquisitions are forbidden until the public flotation. Securities broking will also be permitted then.



The Postbank, which has its headquarters in Amsterdam, was created as the merger of the Postal Giro System and the National Savings Bank and is now the fifth-largest Dutch bank with assets of fl 58.2bn.

Net profit plunged 18 per cent to fl 249m in 1987. The bank refuses to disclose comparative figures for 1988.

When the Postbank was spun off it had to promise to go on providing basic services free of charge. Each year payments clearing losses about fl 70m according to the National Council for Payments Clearing.

Mr van der Lugt took the unprecedented step last year of scrapping a 0.75 per cent interest rate paid on demand deposits in an effort to stop the red ink. It was the first time a Dutch bank had risked the wrath of customers, and signalled how aggressive the Postbank might be.

Somehow slower has been the Postbank's campaign to install ATMs, especially in comparison with savings banks. The current 40 or so are to be doubled by the end of this year and expanded to several hundred in coming years.

The Postbank has taken part in an experiment, along with other banks and oil companies, in POS terminals - which allows direct debiting of purchases. The experiment was intended to choose among the two competing systems used by the Postbank and other banks so a national standard could be established.

But the Postbank raced ahead, agreeing with Shell that it would put terminals in 320 petrol stations and with Albert Heijn that it would place terminals in its grocery stores. By the end of last year Postbank customers had

access to 80 per cent of all POS terminals in the country. "The Postbank jumped the gun in saying it would go with Shell in setting up its own terminals and that forced the other banks to take action," explains a computer specialist involved in establishing a national standard.

Agreement has now been reached on a standard format for on-line terminals and a magnetic-stripe card with a central switching centre for all EFT. The system is to be operational by early next year, when a total of about 1000 POS terminals are supposed to be in place.

Somehow slower has been the Postbank's campaign to install ATMs, especially in comparison with savings banks. The current 40 or so are to be doubled by the end of this year and expanded to several hundred in coming years.

Electronic authorisation terminals are being installed at each of the 2,700 post office counters, where a customer's pin code is punched in before a transaction is done. Cheques no longer are mailed but must be collected personally.

Commercial services to companies are being expanded as well. Cash-management services are being developed to take advantage of the huge daily float. Leasing arrangements and credit guarantees also are being developed.

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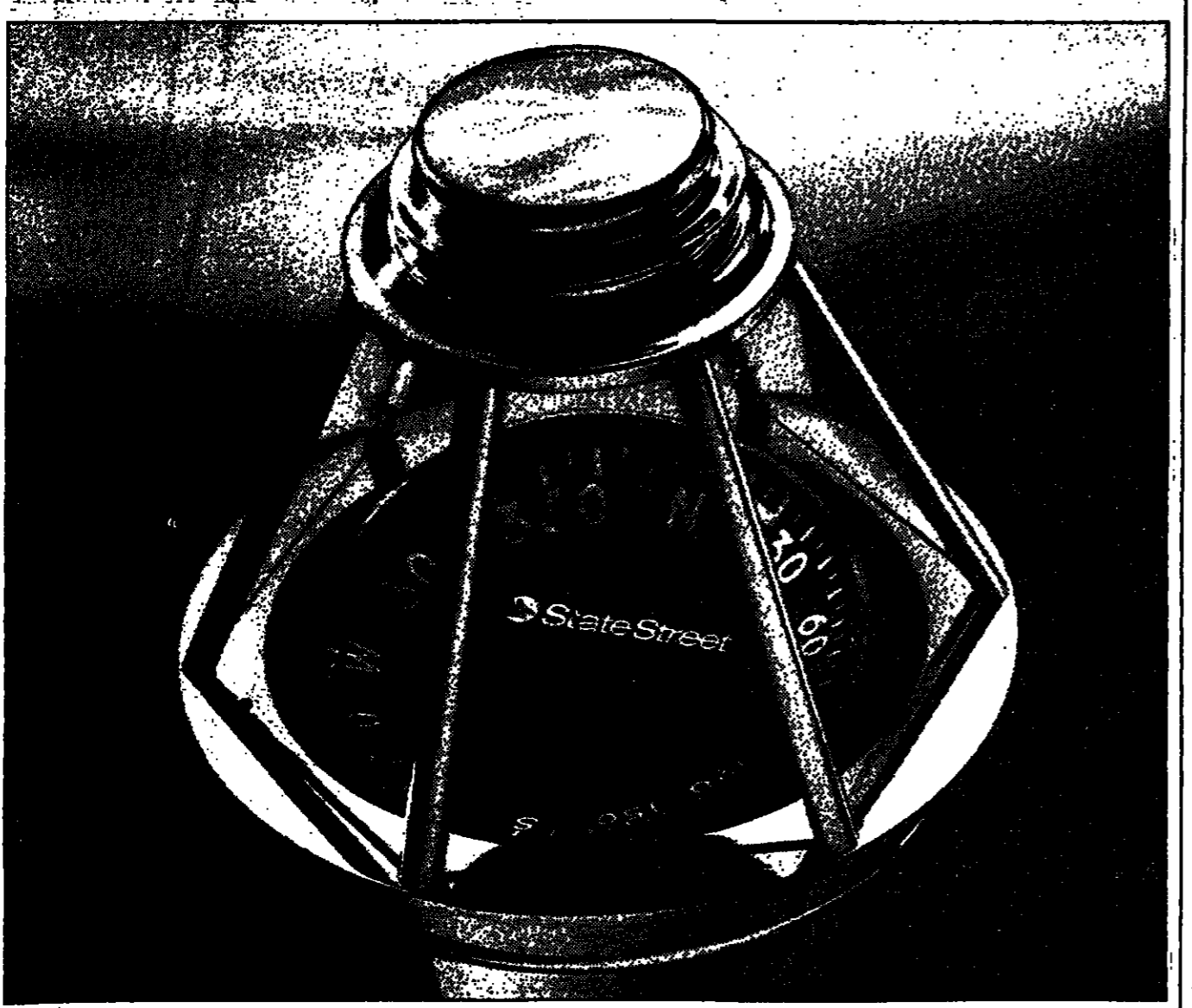
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Customers at the Amro Bank (Amsterdam-Rotterdam Bank), one of the country's top three banks, with net profits in 1987 of fl 143.9bn, up 18 per cent on the previous year. An increasing number of Netherlands banks are investing heavily in automated systems and customer services.



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NETHERLANDS BANKING 8

OPENING A bank branch in Dallas right now might seem like shooting oneself in the foot. But Rabobank, the big Dutch co-operative bank, has done just that.

The new branch in the economically battered state of Texas demonstrates Rabobank's commitment to the agricultural industry and expansion abroad. Despite the US farm crisis of recent years, Rabo has probably been one of the few banks to increase lending to the industry, although selectively to businesses and not to individuals.

"It's more than loyalty," explains Mr H.J. Klarenbeek, Rabobank's vice president in charge of foreign activities. "People will always need food - and in terms of the infrastructure, the US is no doubt doing better."

Rabobank, which is based in Utrecht, is currently expanding abroad faster than at any time since its creation in 1972 as the result of a merger. Branches are being opened in Dallas, San Francisco, Sao Paulo and in Switzerland.

Talks are also being held within UNICO, the group of seven European co-operative banks, about closer collaboration. Some kind of joint effort short of a merger seems likely.

Rabo is a parable of the Netherlands. It is a merger of a northern, Protestant co-operative bank - Raiffeisenbank - and a southern, Catholic one - Boeren-

bank. Hence the name: Raiffeisenbank and Boerenleerbank.

With assets of Fl 145.5 bn it ranks as the second largest Dutch bank behind Algemene Bank Nederland. Rabo has 922 member-banks with a total of 805,000 members - farmers and companies - who are individually responsible for losses up to Fl 3,000. That has never been necessary and earnings have always been added to reserves, of which Fl 5.4 bn are disclosed.

Earnings have risen steadily over the years, if occasionally modestly. Net profits edged up only 1 pc to Fl 692m in 1987 amid tight interest-rate margins and tepid growth in lending. This year looks similar.

Rabo acts as a kind of "central bank" and treasury for its member banks and their 2,300 branches. It also carries out its own business, including agricultural lending, mortgages, consumer finance, factoring and leasing. Rabo claims one-quarter of all residential mortgages and about 40 pc of all Dutch savings accounts.

Rabo has a virtual monopoly on agricultural lending in the Netherlands - 90 pc of the market - and its overseas expansion has been designed to better serve those home clients.

The push abroad also is intended to bring that expertise - including its top credit rating - to bear in foreign markets. New York, London and Singapore branches have been opened in recent years.

Mr Henry Klarenbeek (top left), Rabobank's vice president in charge of foreign activities.

Mr H.H. Wijffels, chairman of Rabobank: "We are identifying terrain where we can co-operate on a European scale," he says.

International expansion by Rabobank

Earnings have risen steadily

In the Netherlands, Rabo lends directly to farmers as well as to agribusiness, which accounts for more than 5 per cent of gross national product. A Biotech Venture Fund, for example, recently provided venture capital for a company that genetically engineers seeds.

But as a growth industry Dutch agriculture has been slowed by European community policies and so Rabo has sought greener pastures. Lending to small business at home and abroad has expanded rapidly.

In 1985 Rabo sailed into uncharted waters with the acquisition of the Dutch Ship-Mortgage Bank, an old, ailing Rotterdam institution. The ship-mortgage bank is now in the black but the cheap dollar is hurting.

Today farm loans are the smallest part of the bank's portfolio. They account for 27.5 per cent compared with 32.5 per cent for small business and 40 per cent for mortgages.

The current round of overseas expansion actually began in 1985 when Rabo signed an agreement in principle with the Agricultural Bank of China to set up a joint venture. The following year a branch office was opened in Singapore and representative offices in Hong Kong and Jakarta.

Last month the Chinese pact bore fruit. A joint-venture bank was established with the Agricultural Bank of China, Deutsche Genossenschaftsbank, the international finance corporation (a subsidiary of the World Bank), the Development Bank of Singapore and Yasuda Trust and Bank of Japan.

The bank will be based in Xiamen, a special economic zone, and will finance exports of Chinese farm produce and imports of machinery.

The new Dallas branch is designed to serve agribusiness throughout the whole American Midwest, where seeds were planted several years ago. In 1985, Rabo set aside \$100 m for lending to the US farm belt and used its AAA credit-rating to guarantee loans, including a sophisticated one involving tax-exempt status to a rice marketing co-operative on the Texas golf coast.

San Francisco will cater to California's high value-added agricultural industry and serve as a bridge to the Pacific Rim. Sao Paulo is an *entree* into South America, which is considered promising despite heavy

debt problem. In Brazil, Rabo plans to finance commodity exports and provide expertise on major investment projects.

Rabo plans to increasingly tap the international capital markets and Switzerland was chosen as a staging ground although an exact venue has yet to be decided. Luxembourg could follow, according to Mr Klarenbeek.

Potentially one of the most dramatic developments are the talks within UNICO, the group of seven European co-operative banks from the Netherlands, France, Germany, Austria and Scandinavia.

The talks are intended to ferret out whether closer co-operation is possible and if so, in what form, explains Mr H.H. Wijffels, chairman of Rabo. A full merger seems unlikely though.

"It is not unthinkable to be brought under one institution but I definitely do not see it for the next 10 to 15 years," he says.

"We are now identifying terrain where we can co-operate on a European scale."

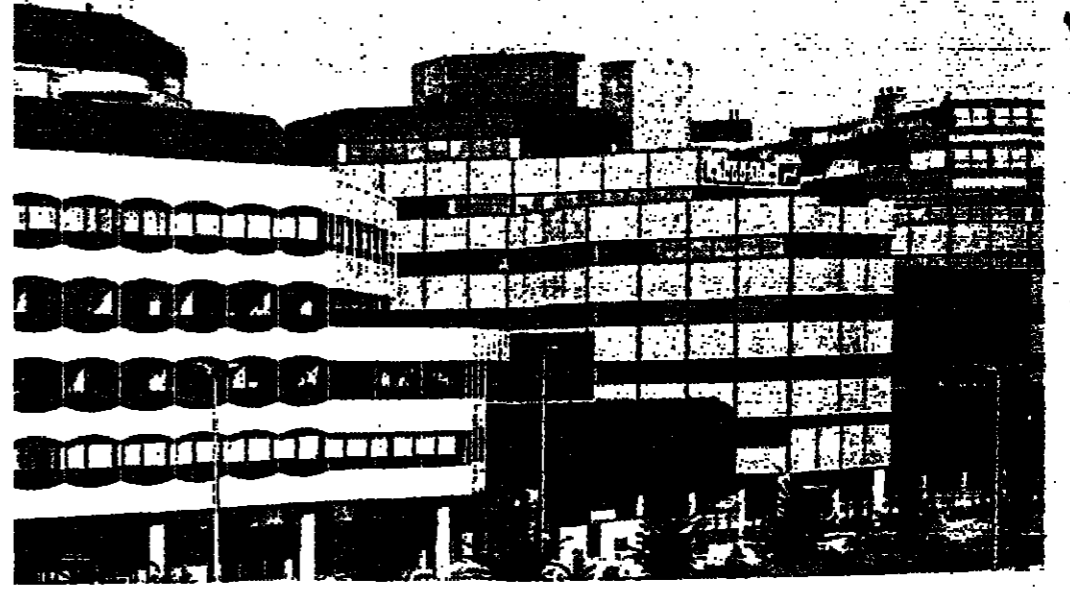
Under consideration are several models. One is sharing central services such as treasury functions while retaining

More local services at the local organisations. This would be like a super-co-operative.

Another is to participate in each other's activities through sharing-out arrangements or joint ventures. A third is to co-operate only outside Europe or only in certain activities, such as merchant banking.

Whatever lies ahead for Rabo, it will remain a co-operative bank, Mr Wijffels confirms. No thought is being given to reconstituting the bank into a limited liability company even though it increasingly looks and acts like one.

"In the last few years we have devoted much internal discussion



Offices of Rabobank Nederland in Utrecht. It is the second largest Dutch bank, after Algemene Bank Nederland.

to what it means to be a co-operative bank in these times," he explains. "The core of our activities is credit. We have a very efficient system of attracting funds and recycling them. We are prepared for the increasing competition of 1992."

Laura Ram

The Dutch Guilder

Welcome room for manoeuvre

THE PERSISTENT strength of the Dutch guilder since late last year has handed the De Nederlandsche Bank, DNB, welcome new scope for independent manoeuvre.

Since last November, it has been able to cut the official discount rate five times and bring interest levels down to a 16-year low of 3.25 per cent. Notwithstanding the guilder's historically close links with the West German mark, DNB has three times cut its rate without a parallel move by the Bundesbank.

But is the strength of the guilder a sustainable result of good things in Holland or negative developments elsewhere? "The economy is basically doing quite well in terms of real growth," says Mr Wim Duisenberg, the DNB chief who is also president of the Bank of International Settlements (BIS).

Holland has been living in a virtually zero inflation environment although prices are expected to edge up by between 0.5 per cent to 1 per cent this year. The current account showed a surplus of Fl 7bn last year, and the 1987 trade balance, though weaker than 1986, was a positive Fl 10.65bn.

It is hoped that lower interest rates will stimulate domestic investment, which is declining after several strong years. The central statistics bureau, CBS, has forecast a 4 per cent decline to Fl 15bn this year. Moreover, it will help reduce the Dutch government's debt service burden, which is the fastest-rising item of public expenditure. The budget deficit is currently running at about 75 per cent of national income.

The central bank chief regards the financing requirement for government debt to be running at double the acceptable level. "Whatever government is in charge, it will inevitably have to face some tough choices," he warns.

The Organisation for Economic Cooperation and Development (OECD) recently forecast that Dutch GDP growth will be only 1.5 per cent in 1988 (compared with 2.5 per cent last year) and 1.7 per cent in 1989. The Central Planning Bureau (CPB) regards this projection to be on the pessimistic side.

The fundamentals of the Dutch economy are among the healthiest in Europe. Nonetheless, external factors have also played an

important role in bolstering the Dutch currency. The January announcement of a withholding tax on security transactions in West Germany was certainly one factor providing a "temporary lift," says Mr Duisenberg.

Another was "a psychological over-reaction" to a slight increase in the rate of inflation and the budget deficit in the Federal Republic.

As these work their way through the system, the central bank's priority will be to insure a stable rate of exchange - the guilder is now running at about Fl 1.12 to the D-Mark - and pursue a strong anti-inflationary monetary policy, Mr Duisenberg says.

DNB officials concede these are the key priorities; the independence rate cuts signal their willingness to act out of concert with the Bundesbank when this is considered desirable.

Still, the Dutch economy is highly dependent on bilateral trade with the Federal Republic, which absorbs fully a quarter of its exports. Roughly three-quarters of Dutch exports go to countries within the EMS system. The OECD expects Dutch export growth of 25 per cent this year,

with a weaker development on the imports side.

With one of Europe's most open economies, the Dutch are particularly keen to insure a sustainable exchange rate equilibrium. Mr Duisenberg has been a strong advocate of European monetary harmony - and has tirelessly urged the UK to bring sterling into the EMS system.

The strength of the guilder has generated substantial capital inflows, largely concentrated in securities traffic. The government's latest Fl 3.3bn bond issue was subscribed to 40 per cent by foreigners, attracted by a liquid secondary market. A net outflow of funds has been reversed: from Fl 25bn in 1986, down to Fl 5.6bn last year, to a situation of broad balance so far in 1988.

Greater freedom of international capital flows particularly since an important deregulation move in 1986 has however slightly loosened the central bank's grip on monetary policy.

In an effort to strengthen its control and hold the lid on inflation, the DNB has announced a pair of new monetary policy instruments.

Dutch government bonds, bought at Finance Ministry auction, with the aim of using this liquidity to influence interest rates and send a signal of its intent to the market.

It subscribed 10 per cent of the latest 10-year Fl 3.3bn Government issue with a 8.5 per cent yield. To avoid inflationary pressures, the Finance Ministry will stop financing Treasury paper.

This is a system conceptually similar to the US Federal Reserve's buying and selling of Treasury certificates. Mr Duisenberg says, but obviously on a much smaller scale.

To influence short-term money rates, the DNB has also instituted a cash reserve system for the banks, under which they are required to deposit a certain fluctuating percentage of their assets in interest-paying central bank accounts.

The move signals a more market-oriented policy on the part of the DNB, Mr Duisenberg says. "Direct limits like credit ceiling can easily be circumvented," he says, adding "that the borders come down, there will likely be a need for further measures of this sort in the future."

David A. Brown

Half the population of Holland are clients of the same bank. The Postbank.

Now some may say there is room for improvement. But you could equally claim that this is a unique achievement. For any bank in the world.

So why, you may ask, does the Postbank have such a low international profile?

The answer is rather complicated. The Postbank is the result of a recent merger between two national phenomena, which, until now, have concentrated on the domestic market.

First the "Postgiro", which handles nearly 50% of all bank transfers in Holland and issues the country's most used cheques.

And second the "Rijkspostspaarbank", which holds 7 million savings accounts (the population is just 14 million) and is the second



Imagine what would happen to Holland without the clients of the Postbank.

largest bank in the country for financing private property.

These two semi-governmental institutions have now joined forces and entered the market as the independent and commercial Postbank.

And the future aim of the Postbank? To intensify its relationship with the business world both at home and abroad.

At home that relationship already exists in the field of high-tech payment facilities with 80% of all Dutch businesses.

And abroad? Well, there is room for improvement there. Which is why we are introducing ourselves here.

Because although we may serve half of Holland, we're not planning to do international business by half.

POSTBANK

World economic power is shifting towards the Pacific region. By the year 2000, East Asian economies will have a gross national product greater than Europe's and as big as North America's. The newly industrialised countries, South Korea, Taiwan, Singapore and Hong Kong, are experiencing unprecedented growth. In this 12-page report, David Housego explains why

New world in the making

BY ANY standards, East Asia has experienced two of the most extraordinary years in its post-war history.

South Korea, Taiwan and Hong Kong have enjoyed an almost unprecedented boom in exports and economic growth. Their combined current account surplus reached almost \$30bn last year, as compared with \$38bn for the European Community.

Korea and Taiwan are in the throes of major political changes that mark the shift from military, autocratic regimes to civilian and more democratic rule. The liberal reforms echo similar trends that have been taking place in China and the Philippines, and which are beginning to touch Vietnam.

Japan has also accomplished a historic shift in the wake of the rise of the yen, with domestic demand taking over from exports as the main source of economic expansion. As a result it is purchasing far more manufactured goods from the rest of Asia and investing more heavily in Korea, Taiwan, Hong Kong, Thailand and Singapore.

These developments are reinforcing the shift in economic power in the world towards the Pacific region. By the end of the century East Asian economies will have a joint gross national product greater than that of Western Europe and as big as North America. Thirty years ago Europe's GNP was three times as large and North America's twice the size.

By that time the Japanese are likely to hold abroad the same amount of foreign assets as the US or Britain did in their heyday. Korea and Taiwan will be medium-sized industrial states. The Asian seaboard, fringed with large urban and industrial zones like Shanghai, Guangzhou (Canton), Hong Kong, Bangkok and Singapore, will seem somewhat like Southern Europe today.

Compared to the other great blocs in the world - the US, the European Community, or the Soviet Union - this is an untidy grouping of countries. But the Asian Pacific region is beginning to develop an identity of its own.

Its members trade with each other and invest in each other's countries much more than they did a few years ago - a trend that will continue. The appreciation of the yen has dramatically opened up the Japanese market to Asian goods and increased Japanese investment in East Asia.

As a proportion of GNP, manufacturing remains on a long-term decline in both Europe and the US. For a number of years, Japan benefited from this movement. But with the appreciation of the yen, manufacturing in Japan has become too costly as well. The countries best placed to "fill the void," says Mr Shaw Sing-ming, vice-president of Capital Research International, are located along the Asian Pacific Rim: Korea, Taiwan, Hong Kong and Singapore already owe their success to their efficiency in making goods cheaply and well. Their share of world trade in manufactured goods has jumped from just over 4 per cent 25 years ago to 11 per cent last year. They account for almost two thirds of exports of manufactured goods by developing countries.

Their competitive advantage used to lie in low-cost, highly disciplined labour that achieved high rates of productivity. Increasingly it lies in a highly able workforce, with a growing number of engineers, the result of a rapid expansion of school and university systems. They are the first developing countries with the potential to exploit the microelectronic revolution which enables products to be replaced more rapidly and produced more cheaply.

This skill base means that they can look to larger gains of productivity from increased automation or "just-in-time" management techniques they have barely begun to exploit.

"A high degree of automation is possible but at lower cost" than in the West, says Tam Chung-ding, vice-president of Motorola Semiconductor Hong Kong. Motorola has just opened a new automated plant in the colony, where it can obtain qualified engineers at a half to a third of US costs.

It also means a growing capability in research and development (R&D) work with correspondingly higher margins for industry. Reflecting this, multinationals, such as Philips, Hewlett-Packard, Canon and Sony, have been shifting design and process engineering from their headquarters to their Asia Pacific offices.

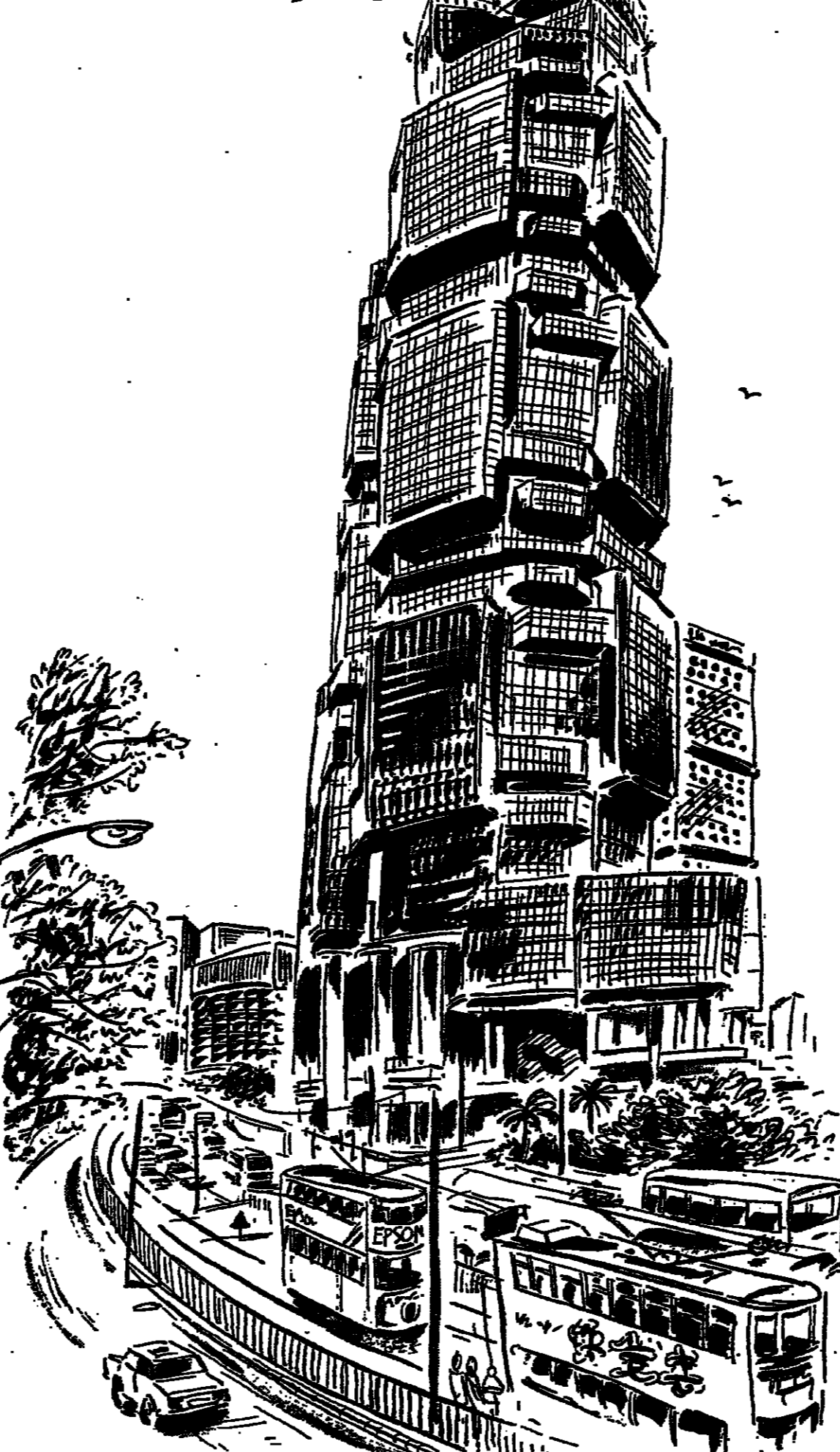
At the same time, Korea, Taiwan, Singapore and Hong Kong have been increasingly focusing on the sectors of world trade that are the fastest growing or hold the key to future industrial change - consumer electronics, data processing and semiconductors. Korea and Taiwan in particular have pushed into integrated circuit design, with Korea making its own large capacity memory chips and Taiwan building a reputation in custom-tailored circuit design.

In their wake, Thailand, China, Malaysia, and even Indonesia are taking up the toys, footwear, garments and electronics components industries that the "four tigers" were gradually being forced to abandon.

In Thailand, manufactured goods overtook commodities as the country's main export last year, a pointer to a global trend by which comparative advantage lies increasingly with countries that exploit their labour and educational skills rather than with those which are resource rich. Echoing a famous analogy, used by the Japanese economist Kaname Akamatsu, East Asia's economies have been likened to a flock of flying geese. These geese are now soaring.

This report focuses on the four newly industrialised countries (NICs) - Korea, Taiwan, Hong Kong and Singapore - and what lies behind their competitive strength. But because East Asia is a series of communicating chambers - and the future of the four is indissolubly linked with that of China and Japan, as it is also with that of South East Asia - the report is also about the region.

Bard Centre, Hong Kong.



Lee Teng-hui, President of Taiwan, has abandoned the patriarchal style of the Chiang family



Roh Tae Woo, unlike previous Presidents, cannot afford to ignore South Korea's National Assembly

advantage. The remainder of this section is concerned with the pace of change, the region's growing self-confidence and the trade issues that emerge.

The Four are a unique phenomenon in the post-war world. No other group of countries has been quite so successful - just compare Latin America's outstanding debt last year of \$410bn with the \$30bn current account surplus earned by the four NICs. For the Koreans, at least, this autumn's Olympic Games in Seoul is a way of receiving the world's salute. It is also unlikely in the future that any group of countries will be able to exploit the world's free trading system so successfully to increase exports - as did Japan, Korea and Taiwan - while maintaining substantial barriers to other countries' imports. Reciprocity will increasingly be the name of the game.

From now on developing countries as well will have to take account of the competition from an outward

looking China, which is so large as to be several developing countries rolled into one.

For all these reasons, Dr Milton Yeh, of the Institute of International Relations of the National Chengchi University in Taiwan, calls this a period of "a change of a generations in East Asia." He is by no means the only one to feel that the landscape is changing more fundamentally than at any time in the last 20 years.

There has been the appreciation of the yen which almost doubling at a stroke Japan's assets in dollar terms and has confirmed the tilt in the balance of economic power from the Atlantic to the Pacific.

The result has been the redeployment of Japanese resources and shifts in trading patterns. And coinciding with it has come a cluster of major political and social changes in East Asia.

New leaders have taken over in Korea and Taiwan. Authoritarian,

military regimes have been replaced by civilian and more democratic governments. In Taiwan President Chiang Ching-kuo himself ended martial law some six months before his death early this year.

Growing middle class support for liberal reforms means that there is unlikely to be any turning back of the clock in Singapore. Mr Lee Kuan Yew, who has been head of government since independence, could half step down before the year is out, by resigning as Prime Minister but taking over as President.

Governments are also having to cope with new problems that they could side-step under more authoritarian administrations. Higher levels of income and education have increased expectations. Korea had its first major strikes last year and there have been stoppages at plants in Taiwan this year. Labour in future is a voice that will have to be taken into account. Farmers, environmental and

consumer lobbies have also sprung up and taken to the streets in often noisy demonstrations, reflecting a more vocal public opinion.

It is possible to argue that these changes will be disruptive to economic growth, facing governments and societies with problems all too familiar in the West. But the discipline of authoritarian rule was also a dead end.

Korea, Taiwan, Singapore and - more hesitantly - Hong Kong, are moving to levels of technology that require an ability to accept responsibility, to take decisions and to think creatively. Their education systems are increasingly preparing their students to do this.

The corollary is a more assertive public opinion that wants a share in the choices that government makes. In this sense the social and political changes taking place are for the good, and part of the transformation towards industrialised country status. But they are obviously tricky to handle.

Mr Lee Kuan Yew, the Prime Minister of Singapore, says that: "the Pacific Basin is the region with the greatest potential for development and growth for the next 100 years. What Japan has done, the other peoples along the Rim, Koreans, Chinese, Vietnamese, can do, though perhaps less spectacularly in results. The people of East Asia, about 1.2 billion, have similar cultures with similar levels of pre-industrial civilisation as Japan."

There are other more tangible indicators to back Lee's optimism. Dataquest, the US market research group, forecasts that consumption of semiconductors - an indication of the pace of growth of the electronics industry in East Asia (excluding Japan) - will overtake that of Europe by 1992.

The International Civil Aviation Organisation (ICAO) foresees that by 1995, freight traffic with the Pacific region will be overtaken that for both Europe and North America.

East Asia's higher levels of productivity and growth will be uncomfortable for the US and Europe. East Asia today looks on Europe with much the same benign paternalism as Europe showed to India in the 18th century. "Europe is a place where you consume and spend money rather than produce things," says Mr Shaw Sing-ming.

But competition need not give way to confrontation. Korean conglomerates have pushed their way into Western markets with all the bash aggressiveness of newcomers seeking to make their name. Both the US and Europe should ensure that they do not overstep the rules of free trade, by threatening them with anti-dumping suits or other retaliatory action where necessary.

But the more hopeful reason for that confrontation can be avoided is that multinationals the world over are becoming more interdependent. They buy components or finished products from each other to keep their costs down. They develop technologies together. Both Korean and Taiwanese companies can benefit from this as they come to develop microprocessors or high definition TV. Lone players get cut out of the game.

Take a map of the world and look at the Pacific. What is immediately striking is how small in size are East Asia's fast growing economies. They seem to huddle under the great land mass of China and the Soviet Union as though frightened of being swept out by the tide.

The fact of being small has been no deterrent to economic power, as the histories of Britain, Portugal and Japan have shown. But psychologically it can provoke feelings of isolation, insecurity and defensiveness.

Korea, Taiwan, Singapore and Hong Kong have known all these while living under the nose of the communist world and tolerated with condescen-

sion by the distant industrialised community the Atlantic. Professor Chun Hong-ik of Seoul National University remembers a British MP visiting Korea in the 1960s and dismissing it with the phrase "You can't grow roses in a wastepaper basket."

Occupied by Japan before the Second World War and carved up by the US and the Soviet Union at the end of it, South Korea, in ideological conflict with the North ever since, is a country that has often felt that it has few real friends.

Taiwan was an offshore bolt-hole for Chiang Kai-Shek's armies driven off the mainland by the Communists. For a long time it lived with the dangerous pretension that the mouse still ruled in the kingdom of the rat - that the Kuomintang (Nationalist Party) still controlled the mainland. When the US, in 1979, joined the rest of the world in formally recognising Communist China, Taiwan was left ostracised by the international diplomatic community, and in virtual isolation.

Ministers in Singapore will still insist on how small a state it is, to drive home the vulnerability of a small population of Chinese living among so many Malays. And Hong Kong, despite the protection of its treaties and its Gurkha troops, has ultimately lived on sufferance from Peking.

The parting memories of this correspondent on his last visit to East Asia in 1980 are of economies that felt vulnerable and under siege - notwithstanding the high growth rates of the 1970s. Seoul was a capital under curfew. You had to dash back to your hotel through already empty streets before midnight if you were not to be stopped by a police patrol. At Pusan University in the south, tanks stood on guard at the campus gates. Taipei felt humiliated by the US "betrayal" but was unable to shake off the pretence of neutrality. The Kuomintang (KMT) would one day again take its place as the Government of the mainland. The city's shabby architecture remained that of a transit camp, as though to prove that the dream would not be abandoned.

South East Asia - and Thailand in particular - still lived with the uncertainties of a communist victory over the US in Vietnam and the threat of Vietnamese power in Indochina.

The most striking change for anyone returning to East Asia is its new self-assurance. Mr Steven Champion, President of International Investment Trust in Taipei, says of Taiwan (but it is as true of most other places on the Asia Pacific Coast) that "the level of self confidence has increased dramatically over the last few years."

It is the confidence that comes from being the world's most successful exporting nations. It comes in Taiwan's case from accumulating foreign exchange reserves of \$74.1bn in 1987, which puts it ahead of the US and Britain and just behind Japan and West Germany. Economic success has brought the recognition that diplomacy failed to bring.

The increased self-assurance has also come from the breaking down of the barriers with the communist world and the failure of the communist economies. Mao Zedong proclaimed in the 1950s that "the East wind is prevailing over the West wind" meaning that the communist world was gaining ground over the economies of Japan, Korea, Taiwan and Singapore to see what it can learn from "authoritarian capitalism".

Mr Kim Mah-je, the former Korean Deputy Prime Minister says that the Chinese want to create their own state trading and industrial companies on similar lines to the Korean conglomerates. "They keep on asking us questions about the *chaebol* (conglomerates)," he says.

Instead of the cold hostility that divided the two camps, Taiwanese are now openly travelling to the mainland and illicitly trading and investing in it. Hong Kong industrialists have found a whole new world of business opportunities opening up across the border in southern China, through the Communist open-arms policy towards joint ventures and assembly operations.

As a result investments made by Hong Kong businesses in China, nearly half of those working for Hong Kong's industrial companies are situated across the border on the mainland. Such links do not remove Hong Kong apprehensions about what happens when the Chinese resume sovereignty over the British colony in 1997. But for many businessmen they help to diminish the doubts.

When the working week is over there is one more mountain to climb

HOLIDAYS are few and far between for most Koreans. The average working week has climbed over the last ten years of rising living standards from 51 hours to 54 hours. Saturdays are almost a normal working day. Annual holidays are for most people a week or two, but many cannot get away or swap them for additional pay. The one occasion that everyone has a few days off well almost everyone - is the Chinese holiday in the autumn.

edge of the capital. Koreans pour there in their tens of thousands. They dress for the occasion in neat mountain boots, colour-coded socks, bright red or blue scarves and matching park-pile or Tyrolean hats. The smartest - and to be elegant is the norm - wear white woolen gloves and neat scarves tied round the neck.

The trail winds up from the Sudhak (Cultivation of Virtue) Buddhist monastery favoured by Mrs Park Chung Hee, the former President's wife who had a tarmac road built up to it for easier access. But from there the track climbs steeply.

Most of the hikers are young people, reflecting the fact that 45 per cent of Seoul's population are students. But the climb is also done by the middle aged and elderly from Seoul's professional classes. At the top, the mountain echoes with shouts and singing. Asians take their pleasures noisily.

Its white sugar loaf dome dominates the northern

Koreans are passionate hikers and like to take the shortest way up. On Sunday the cavalcade of climbers is so large that you scupper on the heels of the person in front. Groups stop to picnic or to

camp. The smell of grilled meat is never far away, with many carrying up stoves on which to cook their bulgogi (Korean kebabs).

On the downward stretch there are instructions as to what to do with North Korean leaflets that might be dropped by helicopter. Just by the open cafes at the foot, is one of those games that might horrify pacifist parents in the West, but seems to delight Korean children.

Continued over

ASIA'S PACIFIC RIM

Continued from previous page

South Korea is opening up diplomatic missions in East Europe as part of what is bound to be much broader exchanges with Eastern Europe. It is also developing the south western region of the country in anticipation of growing trade links with China.

This trend towards dialogue with the communist world is bound to have its setbacks. As with the growing up of a South Korean airliner by terrorists from North Korea in December last year. But the momentum is now established. And with the Soviet Union and China behind it, it can only be time before it embraces North Korea as well.

A further reason for confidence is that the sense of isolation is less. There are not only the growing links with the communist world. But as their economies gain in strength and they move towards more sophisticated technologies, they are increasingly able to draw on the far-flung pool of Chinese and Korean talent that emigrated abroad.

Chinese Americans are thick on the ground in US universities and in the US electronics industry. There are 1m Koreans on the West Coast of America. Chinese communities in Canada and Australia are growing.

Thus the Chinese and Koreans of East Asia increasingly feel themselves part of an international Pacific world, of which the centres are San Francisco, Los Angeles, Hong Kong, Taipei and Seoul.

This greater self confidence has been reflected most noticeably in the readiness of governments to take risks with political reforms. Korea has got its first freely elected civilian government in almost 30 years. Taiwan has its first native born President after two generations of the mainland-born Chiang family as head of government and head of state.

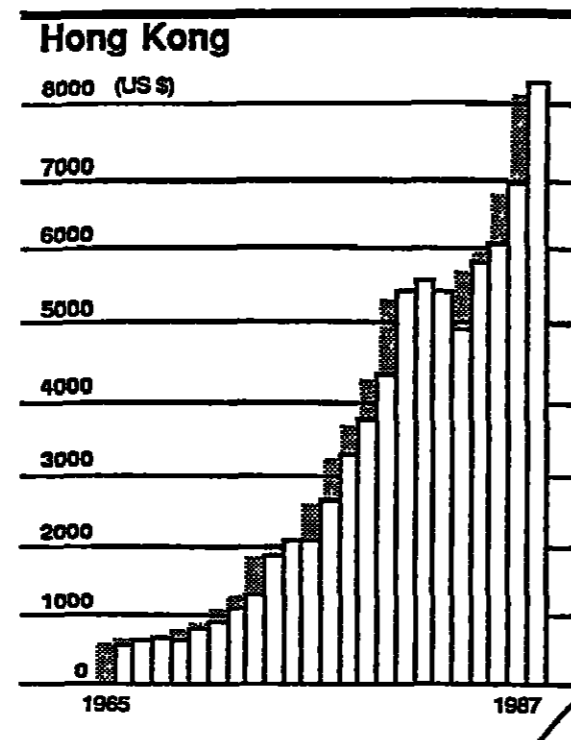
Newspapers in Korea and Taiwan carry more reports and comments critical of the Government. Opposition parties have more freedom to organise. Students, farmers, and workers are also freer to organise themselves, to protest and to demonstrate.

Greater confidence is also reflected in the growing style and international flavour of Asia Pacific's major cities. Hong Kong has long been an important financial centre. But its wealth and cosmopolitanism flash over more insistently from the new skyscrapers that dominate the waterfront - as though to defy the uncertainties that 1997 and the ceding of sovereignty to China could bring.

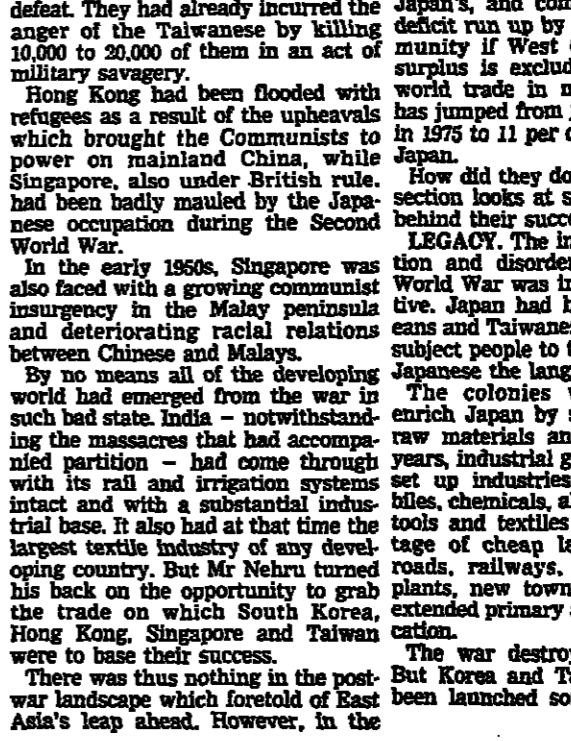
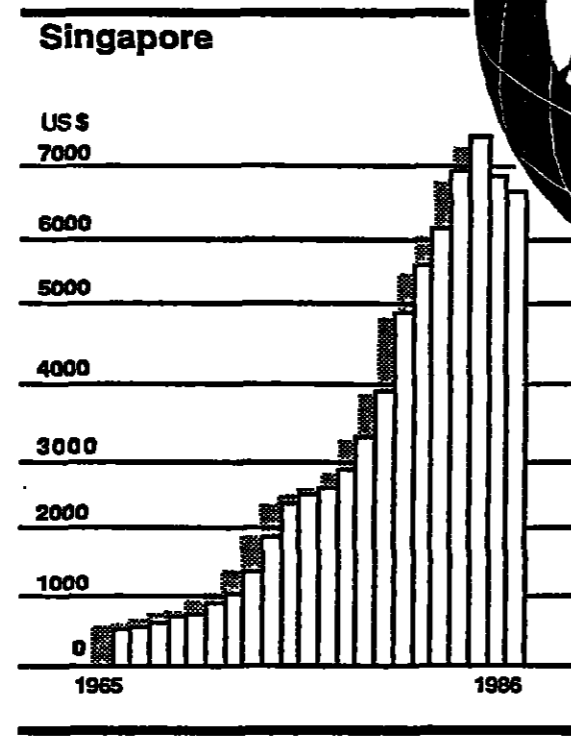
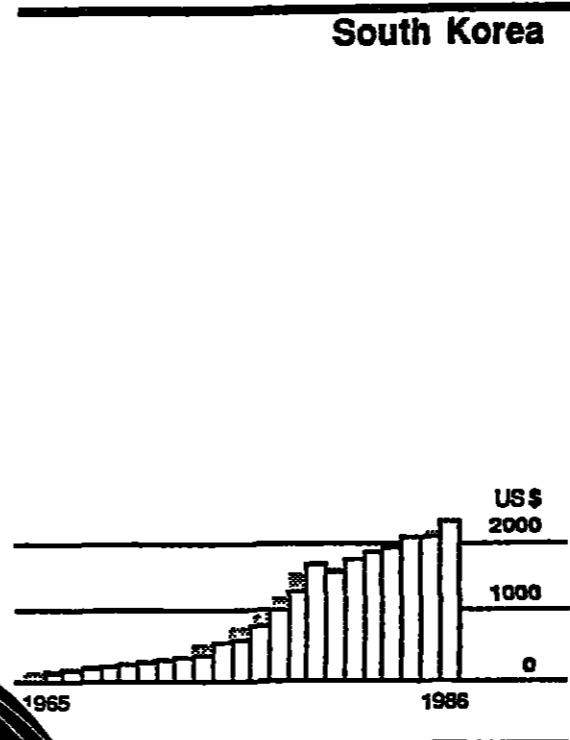
In Seoul, the shiny twin towers of the Goldstar buildings proclaim across the Han river that this is a global company with global ambitions. With a 10m population, Seoul is a city bursting at the seams and almost as large as Paris.

Beneath the cosmetics of its gaudy neon lights, Taipei has not yet lost the character of a shanty town. But with its new Japanese department stores, its high rise hotels, its American fast food restaurants and its shops filled with European clothes and cars, it is one of the fastest changing cities in Asia.

Under their more democratic, regimens, people are putting pressure



GROSS DOMESTIC PRODUCT Per capita



Source: World Bank, Statistical Yearbook of FOC, Hong Kong Estimates of GDP

surge of the years 1979 to 1982. Its industries had again begun to invest substantially in 1984/85. It also had outstanding foreign debt of \$46bn that it wanted to repay. It was not going to look a gift horse in the mouth.

Taiwan too had been cutting back on public investment after the heavy outlays in steel, petrochemicals, shipbuilding and infrastructure projects in the 1970s. Fixed capital investment by the public sector had fallen from 16 per cent of GNP to 8 per cent, thus freeing resources for an expansion of the export sector.

Singapore had suffered the first recession of its post-war history in 1985, with a negative growth rate of 1.8 per cent. This provided a nasty jolt to the business community and to the Government's self-confidence in its management of the economy. So Lee Kuan Yew had good reason to be pleased at the prospect of higher growth.

Hong Kong's businessmen were busy exploiting an unexpected gold mine; the seemingly unlimited sup-

on their governments not only for a larger share of the cake in terms of income distribution, but also for improved housing, social welfare and for less industrial pollution. Neither country will neglect domestic expenditure for as long as did the Japanese.

Governments have also begun to implement some of the other measures that diminish trade friction. Taiwan and Korea have been lifting foreign exchange controls, liberalising (a little) their financial markets, letting their currencies appreciate, and opening their markets by lowering trade barriers. Korea, which has taken an important step in announcing interest rate deregulation, needs to do far more to lift the value of the won.

But the surest sign that changes in policies and habits are beginning to have their effect is the sharp increase in import volumes. Taiwan's imports rose by 22 per cent in 1986 in real terms, after an average annual increase of only 6 per cent between 1981 and 1986.

and Europe should be merciless against Korean, Taiwanese and Chinese companies which dump, counterfeit, fail to pay royalty rights on new technology or put up import barriers.

But it is equally misguided to expect East Asia to do too many things at once - eliminate trade barriers, open up financial and capital markets and appreciate their currencies to realistic exchange rates. That is the direction in which disorder lies.

The second lesson is that Korea, Taiwan, Singapore and Hong Kong must be drawn into the consultative mechanisms of the world's monetary system as rapidly as possible. A large part of the Asian NICs' recent export boom has been due to their heavily undervalued exchange rates.

This might have been avoided if they had had a place within the international consultative machinery that keeps watch over global imbalances and exchange rate movements.

The most obvious forum for them to join is the OECD which provides for consultation over currency, balance of payments and trade issues. OECD membership would also recognise that they carry the weight of industrialised nations and that the existing club of 24 members is capable of opening its door to new entrants.

The difficult problem is that Taiwan, which has among the strongest claims to be a member and wants to join, remains an outlaw from international organisations because of the dispute over who represents China.

This is an issue that Taiwan has to solve with China. But it is in both Taiwan's and the West's interest that some compromise formula be found.

The third lesson to emerge from East Asia's experience is the close links that there have been in the past between aggressive exporting and regimes that felt under external threat and had authoritarian governments.

Taiwan, Korean and the immigrant Chinese of Hong Kong have all been motivated by the belief that accum-

CURRENCIES

Taiwan	NT\$1=US\$ 0.166	US\$1=NT\$ 28.6
Hong Kong	HK\$1=US\$ 0.106	US\$1=HK\$ 7.8
Singapore	S\$1=US\$ 0.70	US\$1=\$S 2.0
S. Korea	W\$1=US\$ 0.0008	US\$1=W\$ 1296.9

Adjustments should gradually bring down current account surpluses over the next two years

These adjustments should gradually bring down the NICs' current account surpluses over the next few years. It would be bad management on the NICs' part if surpluses did not come down in a current account surplus represents an excess of savings. In countries like Taiwan and Korea, which still have large urban slums, inadequate housing, and plentiful opportunities open for profitable investment in industry, it would be a waste of resources to allow them to pile up in depreciating foreign assets.

But over the long run, adjustment will increase the competitiveness of the Asian NICs, by carrying their industries into areas where they can further exploit the revolution in microelectronics to produce a greater variety of products, more cheaply and with a shorter product life cycle. As their lesson is now being learned by the rest of the Asian seaboard - China is only just beginning to make felt its vast potential - the region's share of the world trade in manufacturing will grow.

This is not only, or primarily, a result of East Asia's own sales efforts. US, European, and Japanese multinationals are increasingly purchasing components worldwide where they can obtain them the most cheaply. East Asia's continuing high productivity will give it a strong comparative advantage.

This will pose a competitive threat not only to some industrialised countries but also to developing economies which fail to read the message that as products change increasingly rapidly, those countries which combine speed and flexibility will have the edge.

Governments which limit technology transfers and slow the pace of change by cumbersome systems of industrial licensing (India and Latin America take note) will be left behind.

Some lessons, however, do emerge. The first is that countries like the Asian NICs which have prospered from a global free trading environment must live by its rules. The US

lating foreign exchange gave them some independence from the dangers that they sensed from the Communist mainland or North Korea.

Economic success, and hence strong export growth, was one of the ways that authoritarian governments sought to win the legitimacy they otherwise did not have.

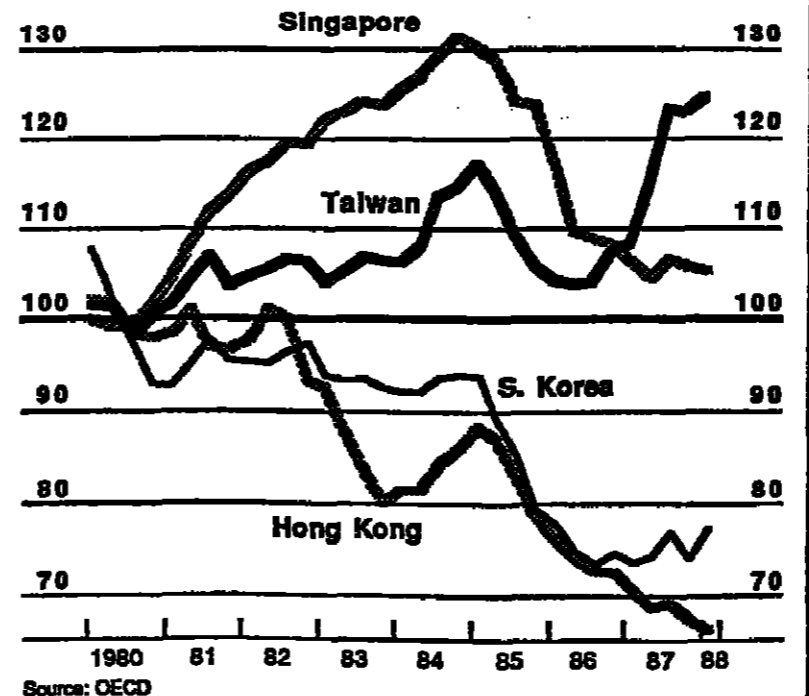
East Asia's economies are now more likely to be fully integrated with the world's trading system (with the obligations that imposes) if they feel less isolated and threatened, and their regimes are more democratic.

The US and Japan, as Pacific powers, obviously have a key role to play in helping to reduce regional tensions further. But Europe can help as well - whether it is through the British diplomacy that is resolving the future of Hong Kong or through Europe trying to play the broker with some of East Asia's outlaw regimes like North Korea and Vietnam.

The final and in some ways most important lesson concerns Japan. Europe and the US are going to be increasingly reluctant to provide an open market for East Asia's goods unless Japan takes the lead in further increasing its imports from the region. Happily Japanese purchases of East Asian textiles, electronics and household goods are rising sharply. They should grow even faster as a result of growing Japanese investment in South East Asia - so that eventually Japan takes over from the US as East Asia's major market.

Among industrialised countries, Japan has the most interest in seeing that East Asia's integration into the world trading system proceeds smoothly. For if there is a backlash in the US, Europe or among developing countries to East Asia's expanding role in manufactured trade, it will hit Japan as well. Hence Japan's sponsoring of the NICs' membership or association with the OECD. It is one small step towards Japan's assuming global responsibilities commensurate with its economic power.

EFFECTIVE EXCHANGE RATE



Source: OECD

Calculated for each currency using a weighted basket of the currencies of each of the three NICs and 18 OECD countries, and adjusted for differences in inflation rates

FRAMEWORK The legacy that paid big dividends

Foreign investment, entrepreneurial flair, education and a 'workaholic' labour force have helped transform the bleak post-war landscape

TO MEASURE the distance that East Asia's economies have come it is necessary to cast your mind back to the early 1960s. After 35 years of humiliating occupation by the Japanese and then almost a decade of continuous civil war, South Korea emerged in 1963 with its towns in rubble and its industry in ruins.

Taiwan, which had been under Japanese occupation for 50 years until the end of the Second World War, had been taken over by the fleeing armies of Chiang Kai-shek, the Nationalist or Kuomintang (KMT) leader of China.

The Nationalists' record of corruption, mismanagement and internal quarrels when in power on the mainland had been at the root of their defeat. They had already incurred the anger of the Taiwanese by killing 10,000 to 20,000 of them in an act of military savagery.

Hong Kong had been flooded with refugees as a result of the upheavals which brought the Communists to power on mainland China, while Singapore, also under British rule, had been badly mauled by the Japanese occupation during the Second World War.

In the early 1960s, Singapore was also faced with a growing communist insurgency in the Malay peninsula and deteriorating racial relations between Chinese and Malays.

By no means all of the developing world had emerged from the war in such bad state. India - notwithstanding the massacres that had accompanied partition - had come through with its rail and irrigation systems intact and with a substantial industrial base. It also had at that time the largest textile industry of any developing country. But Mr Nehru turned his back on the opportunity to spread the trade on which South Korea, Hong Kong, Singapore and Taiwan were to base their success.

There was thus nothing in the post-war landscape which foretold of East Asia's leap ahead. However, in the

period 1965 to 1973 Korea, Taiwan, Singapore and Hong Kong averaged an annual 10 per cent growth in gross national product (GNP). This was just above that of other industrialised countries. From 1973 to 1987 they averaged an annual 7.7 per cent growth rate, which was double that of Japan's and about three times that of countries in the Organisation for Economic Co-operation and Development (OECD).

In terms of income per head, Korea, the lowest of the four at \$2,822 a head in 1987, had easily overtaken Argentina, Mexico and Brazil. But it was also ahead of Portugal and Yugoslavia. Taiwan, the second richest of the group in per capita terms had an income of \$4,991 in 1987 which put it ahead of Greece and Turkey and not far behind Spain and Ireland.

Last year the four achieved a combined current account surplus of \$30bn, which is a third the size of Japan's, and compares with a \$6bn deficit run up by the European Community if West Germany's \$44.3bn surplus is excluded. Their share of world trade in manufactured goods has jumped from just over 4 per cent in 1975 to 11 per cent - just short of Japan.

How did they do it? The rest of this section looks at some of the reasons behind their success.

LEGACY. The impression of desolation and disorder after the Second World War was in some ways deceptive. Japan had humiliated the Koreans and Taiwanese, treating them as subject people to the point of making Japanese the language of schooling. The colonies were intended to enrich Japan by supplying food and raw materials and, during the war years, industrial goods. The Japanese set up industries - steel, automobiles, chemicals, aluminium, machine tools and textiles - to take advantage of cheap labour. They built roads, railways, dams, generating plants, new towns and ports. They extended primary and vocational education.

The war destroyed much of this. But Korea and Taiwan had already been launched some way down the

A speculator's dream come true

"HONG KONG is a place for speculators ready to work hard and devote all their time to business."

Mr Clifford Pang remembers reading that in 1969 in a Time magazine article about a Hong Kong businessman who had made a fortune out of nothing. Mr Pang was a civil engineer working in Canada at the time, designing bridges and highways for the Canadian Government.

He had no money himself and the phrase stirred something in him. He decided to return to Hong Kong.

He is now President of Life Holdings, a Hong Kong manufacturer of magnetic heads for computer disk drives, which has an annual turnover of HK\$ 178m (\$11.5m). He holds a 75 per cent interest in the company which went public last year, raising HK\$ 50m on the Hong Kong stock exchange.

Profits should be further boosted this year by shifting the bulk of the manufacturing operations from Hong Kong to southern China where labour costs are only a quarter of the Hong Kong level.

The ups and downs of Mr Pang's business career go a long way to explaining the energy and money-making nerve which are the hallmarks of Hong Kong entrepreneurial flair.

When he got back to Hong Kong in 1969, it seemed the worst moment to go into business. The territory was still reeling from the uncertainties of the Cultural Revolution on the Chinese mainland.

Mr Pang got a job in Hong Kong as a HK\$ 2,000-a-month sales manager for a local property development group.

During his first three years in Hong Kong he got pay increases which tripled his salary, and rose to become property development manager. But he quit in a row with the company's owners after they went back on a promise to pay a 10 per cent bonus.

His next move was to start a construction company. But that went through bad times in the recession years between 1974 and 1977.

On top of that he had been speculating on the stock exchange by purchasing shares "on margin". When the crash came in 1973 he lost all his savings. That frightened him off stock market dealing, and since then he has been very cautious about buying shares.

By the late 1970s, as land and property prices started to soar in Hong Kong, he moved from property development to dealing in real estate. With hindsight, his most successful move was to sell everything just before the property market crashed in 1981.

"I got out just in time," he says. With the funds he realised he bought four apartment blocks in Toronto - he reckoned the city was the most undervalued in North America - and kept back US\$ 1m to start a manufacturing business in Hong Kong.

Initially he looked at the possibilities of toys, garments, electric appliances and computers. Then he scoured company reports in Hong Kong to see which had the highest profit growth.

He came across a company called Atlas Electronics which increased net profits by 27 per cent in 1981 and was making magnetic heads for computers.

He decided to try the same business. Having no experience in magnetic heads himself, Mr Pang recruited Chinese engineers, both locally and from North America. By chance and good luck, he ran into a cousin, Kenneth Chow, now executive vice-president, who had been making heads in the US and had been involved in the design of a 8-inch floppy disk drive. "I talked him into coming back to Hong Kong," says Mr Pang.

Together they set out to find US computer manufacturers seeking to subcontract, on an OEM (original equipment manufacturer) basis, the manufacture of magnetic heads for disk drives.

Their first breakthrough came when the Hong Kong Department of Industry telephoned to say Control Data of the US was looking for a magnetic head supplier. Eventually Life won the contract after submitting samples that met Control Data's quality standards.

Its second breakthrough occurred in 1981 when the height of the computer boom, Japanese suppliers of recording heads failed to meet the demand. By then Life was increasing turnover at 70 per cent a year and fast gaining market share.

Mr Pang's business, however, could have run into trouble as labour costs rose in Hong Kong. Nevertheless, in the same way that Chinese-American companies based here launch the company, mainland Chinese links were to enable him to cut costs dramatically.

Life set up a factory there in 1984 and currently employs 1,000 workers in China, as compared to 1,600 in Hong Kong. The plant began producing magnetic heads for floppy disks in 1984. It first recruited 15 local people from 600 applicants and then took them to Hong Kong for training.

They now form the basis of the managerial staff in an effort to avoid friction between local and Hong Kong Chinese. Life sends no employees from Hong Kong but only technical engineers on a rotating basis.

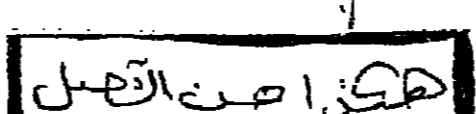
Life pays the Chinese authorities about HK\$ 500 a worker per month (including various local charges) as against monthly wages of about HK\$ 3,500 in Hong Kong.

Mr Pang says that "eventually we hope to be the leading supplier of computer magnetic heads in the world."

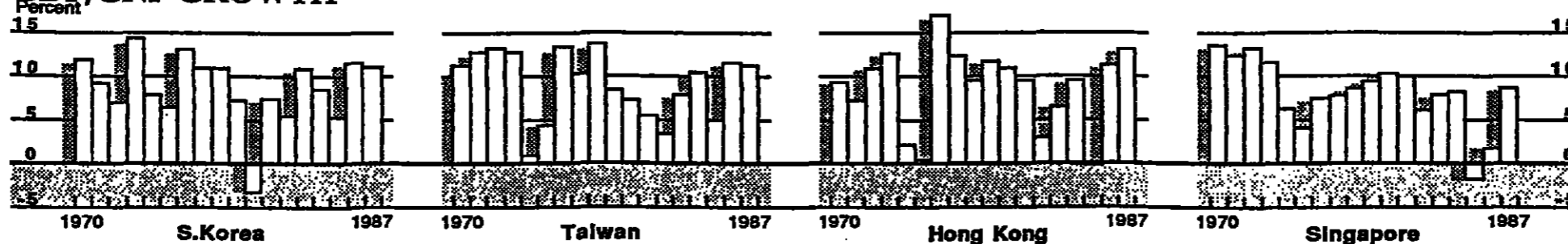
Apart from monolithic and composite heads for floppy and hard disk drives, Life has also begun making thin film heads for high capacity data storage.

In addition, the company is expanding its product range by using surface mounted technology to assemble printed circuit boards in China. This allows components to be fitted directly onto the boards through a computer-controlled automatic process, rather than soldering them on through holes. The new Life will be shifting most of its manufacturing to China, it will retain its Hong Kong base as a technical and design centre, and to ensure the quality of its products.

And Mr Pang has no fears that China's resumption of sovereignty over Hong Kong in 1997 will cast a cloud over the business climate. "I regard it as nothing but a symbolic year," he says cheerfully.



GDP/GNP GROWTH



independence and security. "The whole emphasis of government was on the earning and saving of foreign exchange," recalls Mr. Tzu-tan, now vice-chairman of Taiwan's Council for Economic Planning and Development (CEPD).

An outward oriented policy means seeking to make best use of a comparative advantage - in the case of the four an abundance of cheap labour - through exploiting world markets. Wages thus need to be below those of competitor countries or productivity to be higher.

It also means giving companies at least the same incentives to produce for export (where the customer is distant and unknown) as for the domestic market (where the customer is known). The major incentives involve more favourable tax treatment for export industries and the management of the exchange rate in a way that gives exporters a competitive advantage in foreign markets.

Export-led growth departed from conventional wisdom

countries should protect infant industries in the initial stage.

Import substitution policies had been adopted by Argentina, Brazil and Mexico in Latin America and, most noticeably in Asia, by India. Not fully appreciated at the time was that such policies also pushed up domestic costs, restricted the inflow of technology, diminished the pressure on companies to improve efficiency and drew the state into ever more costly financial of industrial projects intended to deepen the industrial structure.

Korea, Taiwan and Singapore (then part of the Malayan Federation) had embarked on import substitution policies, but they were running up against the difficulties of limited domestic markets and increasing investment outlays. At the same time Japan was already demonstrating that there was a world market for cheap consumer goods such as textiles, plastic toys and radios. The market-oriented American advisers who had accompanied US aid were strongly in favour of a policy change.

In the case of both Korea and Taiwan, however, the decisive factor was that they were economies on a war footing. Their military leaderships feared fresh communist attacks. They could count on the US to supply the weapons they wanted.

Export led growth was the only chance of estraining the foreign exchange that would guarantee them

THE ROLE OF GOVERNMENT. The great debate among economists and political scientists in explaining East Asia's success is whether market-oriented policies were sufficient in themselves or whether government intervention in support of industry has also been a decisive factor.

The debate has had a political dimension because some academics and policy makers have argued that other developing countries - and even Europe and the US - should resort to more interventionist policies to catch up with the newly industrialised countries (NICs) and Japan.

Professor Chalmers Johnson, the US specialist on East Asia, says that the Japanese, Koreans and Taiwanese have put together the political economy of capitalism in ways unprecedented in the West.

Among the major elements he picks out are "soft-authoritarian" regimes that have assured political stability and given administrative elites the freedom to determine economic policy independent of the pressures of different interest groups; "co-operation between public and private sectors under the overall guidance of a policy planning agency"; and the fact that when governments have intervened in support of industry, it has been to reinforce market trends.

Robert Wade, a British economist who has also specialised in East Asia, argues that the governments of Japan, Taiwan and South Korea have all "actively fostered the development of many new industries, and successfully so, in the sense that many of those industries have become internationally competitive."

Among the instruments they have used he highlights: financial systems that leave companies more dependent on borrowed funds than equity capital and thus more open to government leverage; tariffs and non-tariff controls; and selective intervention in support of particular companies and sectors.

Section four of this report will look more closely at the role of government. But what is clear is that East Asian governments are becoming less authoritarian and have less faith in industrial intervention than they did in the 1970s. Attempts then by Korea and Singapore to "pick winners" proved costly in terms of excess capacity, a loss of competitiveness and a downturn in growth.

ENTREPRENEURS. East Asia started the post-war years without any strong entrepreneurial tradition. This makes the emergence of a cluster of world-class firms in Mr. Chung's Hyundai, Mr. Lee's Samsung or Mr. Stan-ley Shih of the Taiwanese group Multitech - the more remarkable.

Corporate size and structure differs

widely between Korea, Singapore, Hong Kong and Taiwan. But companies get the bulk of their export business from the same type of operation which has greatly expanded with the growth of global manufacturing.

They produce to the design and specifications of a foreign purchaser which then retails the products under its own brand label - an arrangement that is often called original equipment manufacturer (OEM). This activity can cover goods from textiles, shoes, tennis rackets, to bicycles, TVs, video cassette recorders (VCRs), electronic components, hand-held tools and cars.

The foreign purchasers might be US retail stores, or multinationals like IBM, Thomson of France, and General Motors. East Asia's industry has prospered from the increasing number of US, European and now Japanese companies shifting their production offshore to lower-cost countries.

Profits on OEM manufacturing are slim because the foreign purchaser absorbs the design, development and distribution margins. Competition among manufacturers is also severe because buyers can switch easily to alternative suppliers, depending on cost or currency differences. Hence the pressure on manufacturers is continually to improve their price and quality and to move up-market.

Korean electronics groups like Samsung, Goldstar and Daewoo are expanding their worldwide sales with their own brand names. But even in the case of Samsung Electronics - the largest of the Korean electronics manufacturers, OEM work still accounts for about 60 per cent of sales.

Hyundai, the car manufacturer, relies almost entirely on its name in marketing its Pony and Excel cars. But the larger Taiwanese companies like Tatung, Sampo and Teeco have had much less success in developing their own brand names.

Notwithstanding this broadly similar approach to manufacturing, there are large differences in the way companies are organised.

Korea's private sector is dominated by the chaebol or large conglomerates. The ten largest of these account for about 75 per cent of the country's manufacturing output. More than 10 are listed in Fortune's list of the 600 largest non-US industrial companies.

The size of the conglomerates and their appetite to get into promising new activities means that it is difficult for small companies to flourish.

The chaebol, like the Japanese zaibatsu in earlier times, take the risk of building up capacity to gain market share without worrying too much about immediate returns or shareholders dividends.

Hong Kong's manufacturers tend to be small and family-owned. Lacking the large capacity of the Korean companies, their strength lies in the speed with which they can respond to changes in fashion or demand (see the accompanying article on Mr. Clifford Pang).

Taiwan's corporate structure lies somewhere between that of Korea and Hong Kong. It has some sizeable companies like Formosa Plastics, Tatung and Sampo. Many of these older firms got started under the Japanese occupation. By contrast many of the new computer or computer peripheral companies like Mitac or Microtek sprang from Taiwan's American-Chinese connection.

Nonetheless the bulk of Taiwanese companies are small. Some 67,000 of them account for 55 per cent of manufacturing output.

LABOUR. For a long time the most common Western explanation of the

Confucian culture imparted the value of hard work

NICs' success was that repressive regimes maintained a competitive advantage by holding down wages and banning strikes and trades union activity. This is part of the story, but getting less so.

Trades unions are mostly ineffective. Korea's labour legislation is based on the Confucian premise that there is no conflict between management and employees. Until a minor stoppage last year, Singapore had not had a strike in nine years.

But repression alone does not explain East Asia's workaholic drive. Korea's average working week has risen steadily from 50 hours in 1975 to a current level of 54, because exports have been growing fast. Last year's strikes in Korea were over conditions of work and pay. Labour leaders were not generally seeking a shorter working week.

Resentment of the Japanese occupation and the devastation of the war years seem to have been a factor driving Koreans and Taiwanese to work harder. Factories recruited labour from the land and thus benefited from a first generation peasant tenacity to stick to the job.

The education system and Confucian culture imparted the values of hard work.

SAVINGS. East Asia has thus worked harder. It has also saved more which enabled it to finance its industrial expansion. Gross savings as a percentage of GDP for the four

averaged a staggering 33 per cent over the period 1980 to 1986, half again that of the OECD area and more than that of Japan.

Household savings have been high to finance retirement, medical care housing and schooling, for which the state makes little provision. With fast rising incomes, families have also tended to underestimate what they earn, thus saving more. Governments have given them incentives to do so by maintaining real interest rates at a high level.

In the case of Korea and Taiwan they have also discouraged workers from spending by holding down consumer imports and preventing banks from developing consumer credit financing.

In Singapore, the Government levies a large proportion of employees' income - currently 35 per cent which is then placed in a largely blocked savings account with the government-owned Central Provident Fund.

But it is not only households that have saved. Governments like Taiwan or Singapore have regularly run up substantial budget surpluses while corporations have put away profits into reserves rather than distributing them as dividends.

The exception to this fiscal prudence was Korea which in the 1970s, like Latin America, supplemented domestic savings with foreign loans - thus expanding its external debt to a peak of \$47bn in 1986. Korea's dislike of this dependency is one reason why Koreans have been pre-paying the debt through accumulated current account surpluses.

In both Korea and Taiwan, domestic savings have been channelled directly into industry through what have been until recently state-owned and controlled banking systems. In Singapore, by contrast, the savings have been used to finance both housing and infrastructure projects.

FOREIGN INVESTMENT. Singapore has been the only state where foreign investment plays a major role in the economy. In 1985, multinationals accounted for 70 per cent of manufacturing output and 82 per cent of exports.

The emphasis on foreign investment goes back to independence in 1965, in the wake of the break up of the merger with Malaysia. Mr. Lee Kuan Yew wanted rapid industrialisation to absorb the workforce. The local Chinese and Indian business community had more experience in trade. Mr. Lee thus turned to multinationals, offering them tax incentives, clean government, and well equipped facilities to use Singapore as a manufacturing platform.

Elsewhere, the textiles, footwear, and light goods industries, on which the NICs' first concentrated, were local initiatives. Korea and Taiwan did not have the size of domestic market to attract foreign investment in the way Latin American countries could. Korea in any case imposed tight restrictions on foreign investment.

Each obtained far more foreign capital through borrowing than through direct equity investment. Between 1975 and 1984, Korea only obtained \$433m in net equity investments besides the \$21.3bn it got in net long-term borrowings.

Both education and the transfer of technology figure large in any account of the NICs' success, and are the subjects of two sections which follow in this report.

EDUCATION Creativity replaces learning by rote

From Japan to Korea and Singapore, educators are talking a similar language that has its roots in Western liberal values

PROBABLY the greatest changes taking place in East Asia are in the education system.

They are slow to mature and they do not attract a great deal of public attention. But they are important for two reasons.

The changes mark the passage from societies where the emphasis has been on factory discipline and on mastering certain simple production line operations, to ones where the priority is on engineering skills and innovation.

They will also make it more difficult for there to be any return to authoritarian regimes, from ones that are increasingly democratic and responsive to public opinion.

From Japan to South Korea and Singapore, educators are talking a similar language that has its roots in Western liberalism. The emphasis is no longer on rote learning, but on individual inquisitiveness and creativity.

Thus in Korea, Mr. Chun Won Sik, Professor of Education at Seoul National University and a member of the recent presidential commission on education, says: "One of the drastic changes that we are promoting is the importance of individual excellence rather than group performance. We have to develop the creativity needed in the future."

Teachers, as he sees it, need to break away from traditional methods of making students memorise and repeat texts, and instead get them thinking about and discussing subjects.

The Korean commission has been working closely with a similar Japanese body, equally inspired by the belief that Japanese education is too conformist for the demands of an increasingly research - and technology - based society.

In Taiwan, Dr. Kuo Wei-fan, the Minister of Education, says that classroom teaching is much too heavily based on memorisation and factual knowledge. He blames this on

the pressures of an examination system in which many schools into "education factories."

"The problem for us, as for Japan, is that we are too exam oriented. Teaching is therefore geared towards the highly competitive exams to get into high school and university," he says.

The system is now being modified to put more emphasis on their overall school performances.

In Singapore, one of the striking recommendations of the government appointed committee set up under Brigadier-General Lee Hsien-Loong (B.G.Lee), the Minister for Trade and Industry and the Prime Minister's son, was the need to encourage "more creative and flexible skills through broad based education."

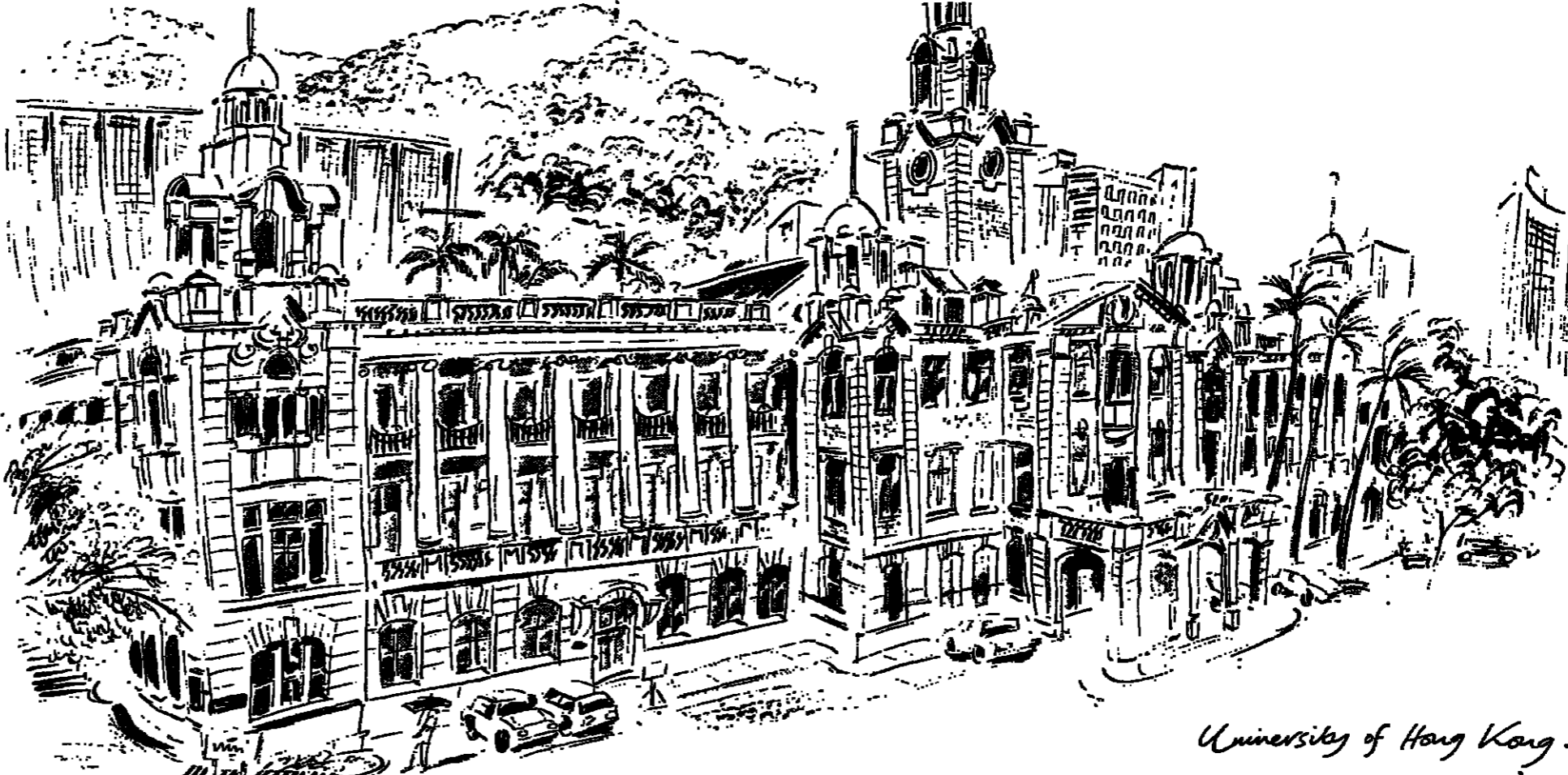
The committee declared that "to create or acquire for ourselves a niche in the global economy of the 1990s, we will need a thinking and creative population."

Singapore has thus embarked on a controversial programme to achieve more "excellence" in education by creating new, independent schools on the British or American model. B.G. Lee says that what are needed are "good principals, good teachers who take the trouble to bring out the best in pupils, and an absence of new-fangled ideas."

East Asia can afford this concern with quality because, by and large, it has been so successful in providing basic education for a high proportion of children. Korea now has about 85 per cent of the 17 to 18 age group staying on in secondary education, which is less than Japan but more than Britain (65 per cent) and France (75 per cent).

In Taiwan, the proportion is 80 per cent but will rise to 90 per cent over the coming years. That means that almost every industrial worker will have had 12 years of education before taking up a job.

Meanwhile, in Korea over 30 per cent of an age group goes on to higher education, giving the country a current university or post-secondary population of over 1m. Taiwan's proportion of any age group going on to higher education is just under 30 per cent, and 85,000 students gradu-



University of Hong Kong

ate from university or technical college each year. These include 11,000 engineers with a BSc degree.

East Asia can also afford to pay attention to quality because it now has the resources to do so. Korea is planning to increase government expenditure on education from 3.3 per cent of gross national product (GNP) to 4.7 per cent over the next 14 years.

Families also spend heavily on schooling and university education, so the real boost to education will be larger.

Taiwan is also increasing its education budget - by 15 per cent this year - because, for a government under international pressure to invest more at home, schools and universities are one area where funds can be quickly disbursed.

Both Korea and Taiwan have another advantage as well. They can draw on an increasingly large pool of talented and qualified people who have done their studies abroad, mostly in the US. There are some 30,000 Taiwanese with MA degrees living in America. Many of them are working in the electronics and engi-

neering fields that Taiwan wants to develop.

In the 1970s, when Taiwan's future appeared less certain, this "brain drain" seemed an irreparable loss to the country. But now Taiwan is reaping the advantage. For not only are more of these people returning home to act as consultants, to create their own businesses, or to teach in universities (some for only short periods), they are also bringing with them their contacts in the US electronics industry and Silicon Valley.

Singapore and Hong Kong, the two countries that took the wrong decision and failed to expand their education system sufficiently in the 1960s and 1970s, now regret their move and are trying to catch up.

Mr. Lee Kuan Yew, who had faced unemployment, union militancy and intellectual left-wing hostility in his early years in power, feared that an open-ended expansion of the education system carried the risk of creating an army of educated unemployed. Singapore thus made entry to secondary school and university highly selective. Even today, primary schooling is not compulsory.

The result, in the words of B.G. Lee's Economic Committee, was that in 1979 60 per cent of the country's workforce had "only primary education or no education."

A crash programme since then has much improved the situation. Over the last five to six years the number of entrants to university has doubled and polytechnic intake has grown threefold. This year the number of new university graduates will climb above the 5,000 mark.

But even so Singapore has only 6 per cent of the right age group in university, not counting the polytechnics, and needs to broaden its secondary education base before it can increase this number substantially.

The massive post-war expansion in schooling in North East Asia took place at breakneck speed and from wafers thin foundations. In the Confucian cultures of both Korea and Taiwan, education had been traditionally confined to an elite and had been based on memorising and repeating the classics.

Opportunities under the Japanese occupation had been restricted because Japanese were the language

enforced in schools and because the number of places available fell far short of the demand. At Seoul University before the war there was an annual intake of 600 students. But only 75 of these places were for Korean nationals.

Freedom from foreign domination thus released a head of steam. Though education had traditionally been the preserve of a chosen few, it had also been highly valued. An educated man was considered barely human.

The upheavals of the Second World War had removed social distinctions based on class. Education thus became the way of climbing up the ladder and of allowing the poorest farmer's son dreams of becoming a government minister.

In national terms, education was also the driving force that enabled the Koreans and Taiwanese to make good the humiliation of defeat, and thus reduce the gap with industrialised Japan, or offset the advantages that mainland China had through its size.

Professor Lee Hong-woo, of Seoul National University, remembers that

the driving force for education was so great that it "seemed that every day 10 or 20 schools were being put up. Sometimes there were no buildings, so classrooms were established wherever a place could be found."

Within six years enrolment in primary school had reached 98 per cent.

Expedients were evolved to teach large numbers of pupils. Korea developed what came to be called the mastery system in which teachers drew on the help of their quicker children to help the other master the lesson. Singapore resorted to a double shift system in schools, which is only now being phased out.

But the real impetus came from the determination of parents who scraped and saved so that their children could remain at school. Even today families accept far more responsibility for a child's education than in the case in the West. Most mothers give up their jobs on marriage so as to devote themselves full time to their children. They follow their child's schooling more closely than would be the case in Europe, and bully them more over their homework.

Continued over

ASIA'S PACIFIC RIM

Korea's democratic move away from academic elitism

ASK ANY senior bureaucrat in Seoul where he went to school, and the chances are he will tell you Kyonggi High School. Before the Korean Civil War and for a good 20 years afterwards, it was where the elite sent their children in a country where social position was largely determined by education.

known in Japan, or "hakwon" in Korea, which provide students with extra tuition to help them get through exams - was abolished. Mr Kim says that some students neglected regular classes in favour of private "tutors" while poorer parents found the financial burden of private tuition was too much for them.

Discipline is more difficult to enforce

up, American style, in jeans and open neck shirts. Mr Kim supported the move as encouraging students to be more independent. But he says that it has meant that discipline is more difficult to enforce and that the schools' worst problem now is an increase in smoking: students are punished by a three to five-day suspension the first time they are caught and by expulsion if they persist.

the school, it has by no means lost all its past academic glory. It had the best record of any school last year for admissions to the country's academic institutions: 65 students went to Seoul National University, 85 to Yonsei and 56 to Korea University.



ROLE OF GOVERNMENT Stepping back from centre stage

There has been less intervention in industry, and private sector businesses are being ceded more power over their development

GOVERNMENTS have long been credited with having a major hand in East Asia's economic success. But they are now anxious to take a lower profile. They are less confident that they were in the 1970s of the wisdom of their judgment when compared to that of business, in taking investment decisions. They intervene less directly in industry. They are ceding power in reducing (albeit at times unwillingly) tariffs, non-tariff barriers and industrial licenses. They are also reducing the size of the public sector by a programme of privatisation that is still modest but will gather pace.

Technocrats' statements should be taken with a pinch of salt - particularly when they come from what has long been the liberal wing of government, and, when at a time of trade friction, they cannot afford to give the impression that the Government confers on Korean firms an unfair competitive advantage.

Continued from previous page

A lecturer at Pusan University in southern Korea maintains that mothers study as hard as their children to help get them into university. The provision of schooling for all had a tremendous impact on the moulding of post-war society. It taught the importance of hard work because of the emphasis laid, as in Japan, on diligence and effort.

Learning by heart gives way to a new mood of inquisitiveness

Japan, mainly middle class parents sent their children for additional tuition after regular school hours. The new system created an uproar among parents at Seoul's famous schools like Kyonggi (see accompanying article) and among teachers. Educational standards fell in the short term. But two gains were that Korea had a more democratic education system in a country which gives weight to equality of opportunity, and that the schools provided a general education for all.

the impatience of students increasingly tasting the power of more democratic politics and exposed to a much greater diversity of ideas. A student from Taiwan National University, who prefers that his name not be mentioned, complains that "from the age of five or six we have to learn respect for Chiang Kai-shek and what a great leader he is. But we are not in the Kuomintang (the ruling KMT party). Why should we read about the party's work?"

ism on their campuses. They are a stronghold of populist economic ideas for greater self sufficiency and less dependence on foreign imports. Mr Nam Duck Woo, the former Korean Prime Minister who confesses himself much worried by the breakdown of academic discipline on many campuses, says he believes that students who fail to get the required grades should be forced to drop out.

In sharp contrast to his autocratic predecessors, who could afford to ignore the National Assembly, President Roh Tae Woo of South Korea needs to consult opposition parties over legislation after his Democratic Justice Party lost its overall Parliamentary majority in last April's elections.



Lee Kuan Yew: A swing away from policy of "picking winners"

Where once the emphasis was on mastering simple production line operations, the priority now is on engineering skills and innovation

vocational training for the rest. It is this system that creates the enormous strains on children - above all on entry into high school at 15 years of age and at 18 with university entrance.

ment, remembers vividly a line from the school song that as a child she had to sing daily. It went: "for your family and your country; carry both on your shoulders." Even at that age she recalls thinking "and what about me?"

Within this framework, Korea is modifying its comprehensive schooling policy to create new schools for gifted children. One has already been built and others are on the way. To ease the pressure on universities, children at the age of 16 are likely to be given the option between a liberal arts programme, leading to university, and more vocationally oriented courses leading to a technical institute and a degree.

Lee Kuan Yew in Singapore once said, "This is how a country succeeds. You pick winners. You concentrate on those items, on those skills, on those products, which will sweep the market."

face mounted technology, which enables components to be fitted onto a printed board through a computer-controlled process, rather than soldering them on through plated holes.

Rallying behind the flag and a better start in life

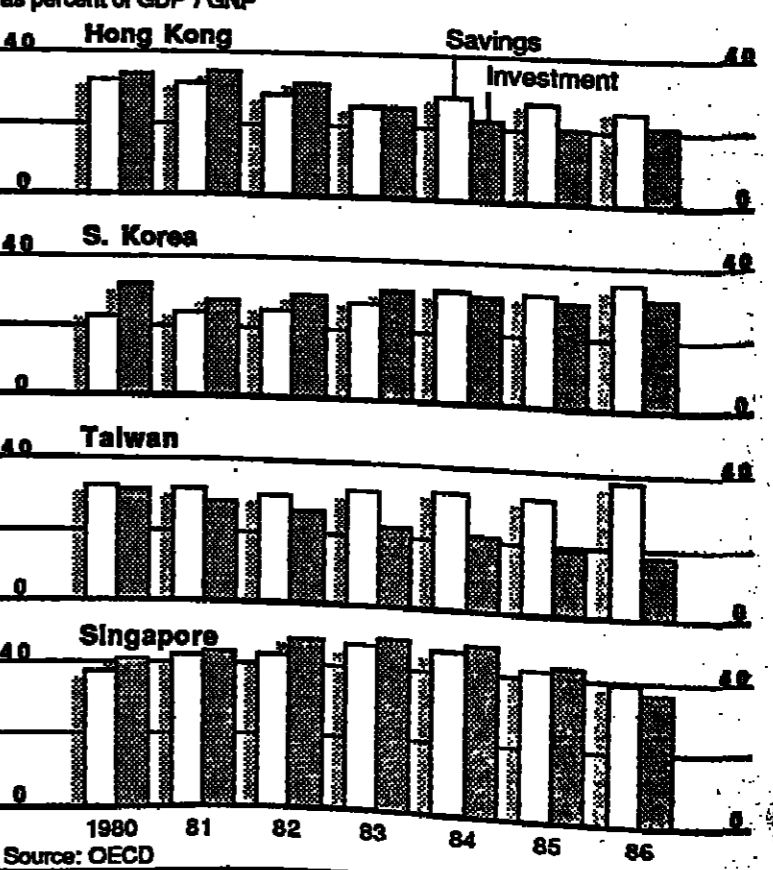
STUDENTS at Fu shung high school in central Taipei begin their school day at 7.40 with a flag raising ceremony. They stand in rows on the school playing fields, with shoulders straight and hands behind their back as the Republic of China flag is slowly hoisted up the mast.

four years ago has now been dropped, along with the insistence that all children must wear their hair closely cropped. Notwithstanding this intimidating list of virtues, however, Fu shung is no Dickensian establishment. Children treat the visit of a foreigner as a noisy occasion for laughing and relaxing.

Once children have gained admission to the junior school at the age of 12, they are put into mixed ability classes of about 50 pupils. The Government now accepts this is too high a figure and is attempting to bring down class sizes to 42 children.

elders and to have good manners. Admission to the senior school is rightly selective on the basis of the exam taken by all pupils in Taipei. The brightest students generally choose Fu shung's main rival in academic achievement, Chien Kuo, which gives the highest number of admissions to university. Fu shung gets the second pick of the crop. In the same way as the two schools attract the best students, they also attract the best teachers.

SAVINGS AND INVESTMENT as percent of GDP / GNP



TECHNOLOGY

A push towards global status

Companies like Samsung and Multitech are set to play a bigger role in an increasingly interdependent high tech world

WHEN US semiconductor manufacturers brought out the first generation of 64K DRAM (dynamic random access memory) chips it took the Koreans three years to catch up. Not until 1984 did they go into commercial production with an equivalent product.

Samsung enjoys the fruits of its semiconductor initiative

IT WAS Mr Lee Byung-chul, the former chairman of Samsung who died last year, who decided that semiconductors should be the group's first priority. "I am convinced that the semiconductor industry holds the key to the future of the Korean economy," he said in 1983 at the opening of Samsung's first VLSI (very large scale integration) wafer fabrication plant at Kibehung, near Seoul.

Every expedient has been used, from flying in foreign consultants to 'working the skins off' its own engineers

Technology of the US) or by reverse engineering (rebuilding chips after seeing how they worked).

take compared with their Japanese counterparts. Samsung was thus able to bring out the next generation 256K DRAM memory chip in the middle of the chip industry's market cycle. It had established a US subsidiary in Santa Clara, California that was to carry much of the research to develop the 1 and 4-megabit chips.

By 1986, the Government had decided to get more deeply involved in integrated circuit development. It proposed to Samsung, Hyundai, and Goldstar, the three groups with the strongest base in DRAM technology, a Japanese-style consortium to develop a 4-megabit chip in conjunction with the Government research institute, ITRI. The project was to receive \$100m over three years.

Multitech's trump card is its R&D expertise

TAIWAN has no large conglomerates like Samsung. Its biggest electronics groups, Tatung, Sampo and Teeco, are a fraction of the size of their Korean counterparts.

It is out of this environment that Mr Stanley Shih, head of Multitech, sprang. He has become something of a symbol and unofficial spokesman for Taiwan's fast expanding computer industry.

Mr Shih had a team working for three years in Silicon Valley to produce a 32-bit computer. He reckons that he spent \$20m to give him the ability to do it and he spent a further \$10m on development.



Mr Stanley Shih, head of Multitech: In 24-hour contact with Silicon Valley

The obvious next step was a move into memory chips

As the government's policy shifted towards supporting high-tech industries, Samsung and other Korean manufacturers began to focus on memory chips. The obvious next step was a move into memory chips.



Work rest T

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LABOUR Workers begin to test their strength

A period of turbulent industrial relations has arrived, but will not necessarily dent manufacturing competitiveness

THE ERA when East Asia could count on industrial peace is over. Labour is better organised, more assertive and increasingly prepared to test its strength through industrial action.

But it is by no means certain that a more turbulent period of industrial relations will bring in its wake a loss of competitiveness.

The strikes and stoppages that have occurred over the last year in Korea and Taiwan - most widely in Korea - were no flash in the pan. They reflect what Dr Fung-ching, a labour specialist at the Korean Development Institute calls the feeling that "a significant proportion of the population did not share in the economic miracle."

They also bear witness to a hostility to authoritarian management among factory workers. This has its political counterpart in opposition to authoritarianism in government.

"After martial law was lifted (in July 1987), the people's mentality began to change," says Mr Wang Ching-ping, chairman of the central committee of the newly formed Taiwanese Labour Party. "Workers were no longer ready to accept the paternalistic approach of management. They were prepared to fight it."

In Korea, the number of labour disputes surged from a recent peak of 400 in 1980 to over 3,500 in the turbulent months of July-October 1987, when strikes spread like brush fire through Korean industry.

Union membership increased by a third to 1.5m, and the type of membership also changed as workers shifted from the government-supported official unions to the new independent unions that were being set up.

In Taiwan, where strikes had been banned until last year, there were a wave of stoppages earlier this year involving companies such as Yue Long, the car manufacturer, Tatung, the electronics group, Hualon, the textile company and Asia Cement. Most significant of all was the formation last year of a Labour Party committed to arousing workers' self awareness and establishing independent unions. Mr Wang says "changes are happening that were unimaginable a year or two ago."

The question now is whether a more powerful union movement will fit smoothly into a more open system of industrial relations, or whether it will bring with it some of the disruption that has occurred in the West.

President Roh Tae Woo seemed to hint last year that the former was possible when he said that the labour conflicts were an "inevitable phenomenon that we must go through in the process of development."

The Government's hope is that, as in Japan, a period of confrontation will be followed by long years of industrial peace. But quiescent, Japanese-style company unions are probably wishful thinking - in Korea at least.

The absence of industrial action in recent years makes it easy to forget that East Asia has had an earlier period of more turbulent industrial relations. Shanghai was rocked by bitterly fought strikes in the pre-war years, particularly during the struggles between the Kuomintang and the Communists.

In the Singapore in which Mr Lee Kuan Yew climbed to power in the 1960s, unions were an extension of politics, and strikes a political weapon. Political battles were also fought through unions in Hong Kong in the 1980s during the Cultural Revolution.

In Korea, it was labour troubles in 1962 and 1980 that provided the excuses for Presidents Park Chung Hee and Chun Doo Hwan to impose martial law. Taiwan also regarded labour agitation as synonymous with political opposition, as reflected by an administrative hierarchy that put the department of labour affairs under the Ministry of Interior.

"Until a year ago we had no strikes," says Mr Hsu Shyue-tao, the deputy director of the new Council for Labour Affairs. "When workers had gone on strike, they would have been punished under the law. But they did not go on strike."

Authoritarian management went hand in hand with authoritarian government. Hyundai, at origin a construction company which went into shipbuilding and car manufacture, was heralded as the only non-military-like discipline. Companies like Samsung in Korea and Tatung in Taiwan have cloaked their top-down style of management in the language of Confucian paternalism.

Tatung's corporate philosophy emphasises the unity of "management and labour" in the "big family of work." Samsung still does not allow unions but spends heavily on welfare to keep its employees happy.

Of late an increasing number of

participation scheme for employees and is bringing in flexible manufacturing techniques that demand more individual responsibility.

As against these pioneers, Korea, Taiwan, Hong Kong and Singapore have plenty of smaller and medium-sized companies where a 12-hour day is common, the official union movement is ill-kept, and the only authority is that of the employer (see accompanying article).

The emergence of a more assertive labour movement in Korea and Taiwan has brought unions, management and government face to face with new problems. Because government intervention in labour disputes, management and unions have no real experience of collective bargaining.

"The Government's tough approach over labour problems, deprived employers and workers of the opportunity to talk about the issues before them. Thus both sides lack skill in negotiations," says Dr Park Se-il of Seoul National University.

But already a different mood is beginning to emerge. "I don't say that the hierarchical atmosphere has disappeared but there is a change," says Dr Park, who worries whether it will take roots sufficiently among smaller companies.

Mr Wang Ching-ping of the Taiwanese Labour Party says that he was stunned to see government newspapers during the disputes earlier this year urge managements to be more generous and to change their attitudes. The newly-formed Council for Labour Affairs notes the change by pointing to the 293 collective agreements which by February had been signed in industry. These were mainly among medium-size and larger companies, and were previously virtually unknown.

Both sides lack skill in negotiations

companies have been breaking out of this mould. One of the earliest was China Steel, where Mr Y.T. Chao, the former president, recruited a young educated workforce that was divided into small teams which were encouraged, Japanese-style, to compete with each other in increasing productivity. POSCO, the state-owned Korea steel company has been run in a similar manner.

Foreign multinationals have also taken the lead in giving more responsibility to shopfloor workers, as part of a global industrial relations policy. Ford in Taiwan has 94 per cent of its workforce involved in "quality circles" and claims that they are among the best educated of its workers anywhere.

High technology companies have also tended to be innovative. Multitech, the computer group, has a share



Labour, management and government are thus being forced to rethink their roles. Labour's focus has been on union representation and on pay. It wants to obtain unions that are more independent and representative, and thus in a stronger position to negotiate with management.

In Korea, the official union movement gathered under the umbrella of the Federation of Korean Trade Unions lost credibility with the workers last year when it supported President Chun in his opposition to democratic elections and when it took a back seat during labour strikes.

Until this year Korean regulations made it difficult for independent unions to get recognition. Recent changes in the law still only permit one union to be formed in each company. But unions now have more freedom to affiliate to the federation of their choice.

In Taiwan, changes in the law have gone further, allowing employees to be represented by a company or a national union.

Notwithstanding the recent upsurge in the number of disputes, unions are wary of pushing their demands to strike action, because of the risk of confrontation with the authorities during a politically delicate period.

Mr Wang Yeh-tung, the chairman of the Labour Party and its one representative in the Legislature says: "My attitude is to encourage workers to negotiate and not to strike. Labour needs to organise itself better. With better organisation it will have more power in negotiations."

In pressing their substantial pay demands, workers are in a relatively strong position. Unemployment is low and the demand for labour is still high. Even during the years 1982 to

1985, when the Government was trying to curb wage increases, industrial workers in Korea won hefty annual average rises of around 7 per cent in real terms, because labour demand remained strong.

As a result of last year's strikes they obtained an average 17 per cent in nominal terms, with some larger companies paying as much as 22 per cent.

Korean companies have so far suffered no loss of competitiveness from these large increases, because they have obtained largely offsetting gains in productivity and because of the continuing depreciation of the won.

In fact Korean labour costs in dollar terms actually declined between 1980 and 1985, falling 20 per cent over the five year period. In Taiwan, equally, unit labour costs by mid-1987 in dollar terms had returned to levels they had been seven years previously.

Employers now know that currency appreciation will help to push up labour costs as measured in dollars. What they fear is union-negotiated, across-the-board, national wage increases that fall to take account of the different circumstances of different sectors and companies. Hence in part the Korean Government's insistence on company-level unions that give management more flexibility.

Mr Lee Kuan Yew has been arguing a similar case in Singapore. "Unless we have wage scales with a variable component," he says, "and less in-built yearly increments, (another) recession will result in sizeable retrenchments."

Companies in Korea already have the "variable component" in that a large proportion of wages are paid out in overtime or bonuses. In Korea 30 per cent of earnings are accounted for by bonuses or overtime.

But the upward pressure on wages is also forcing employers to invest more heavily in automation to achieve higher productivity and thus offset rising wage costs. In this sense wage increases are having the beneficial effect of accelerating structural changes.

Mr Lee Kuan Yew used high wages as a deliberate instrument of policy in the early 1980s to force industry to upgrade its technology. But his experiment came unstuck, in part because the workforce had been insufficiently trained to make such

Hard life for a casualty of last summer's strikes

INCHON is one of those industrial towns where you see the underside of the Korean economic miracle. It spreads westwards from Seoul across an horizon of belching smokestacks, blackened workshops and tightly packed homes.

Mr Kim was dismissed from his job in a local factory making metal containers after taking part in a strike in August. He came to the Urban Industrial Mission, one of the Christian groups campaigning for an improvement in working conditions, to tell his story. The facts are impossible to check. But his account reflects some of the bitterness that currently sours industrial relations in South Korea.

Now 24 years old, he had joined the company 18 months before because he had heard that it paid better wages than similar local firms. The working day began at 8.30 in the morning and lasted till 10 pm, with a one hour break for lunch and a further 30 minutes for exercise. Overtime was worked on a 5 to 10-hour day and normally went in every other Sunday.

The company had about 300 employees. Mr Kim wore earplugs because the noise was so great. He also wore a protective face shield, but many people suffered from eye diseases. Overtime was compulsory and the company fixed the length of the working day. He earned a basic wage of Won 4,700 (\$8.50) for an 8-hour day.

The first attempt to set up a union was in March last year but the company thwarted it by threatening

and dismissing the workers involved. In July, when unions were springing up in other companies as a result of the summer strikes, the company created a union of its own. But Mr Kim says this was not representative. In August, the workers decided to form a "democratic" trade union and put its demands before the management.

These included a Won 1,500 a day pay increase, an increase in bonus payments, higher allowances for workers with large families, an end to productivity bonuses as being unfairly awarded and the disbandment of the "yellow" company union.

Mr Kim said the increase in the basic wage was the most important demand, because the existing wage was "barely enough to live on."

When the company refused these demands, most of the workers went on strike. The company tried to get them back to work by warning the families that the strikers' lives were in danger if they continued with their action. At the end of 10 days the management conceded a Won 400 a day basic pay rise and made concessions on some of the other points. The company also pledged not to take action against workers who had gone on strike.

Despite the company's pledges, Mr Kim was the fifth worker to be. He had first been asked to resign. He believed that his name had since been put on a "black list" of 1,652 workers in Inchon, circulated among local companies as people not to employ.

educating management in personnel relations.

Governments have also been changing their policies to meet the new circumstances. Taiwan has transferred responsibility for labour affairs to the new Council, which is likely soon to be given ministerial status. Both Taiwan and Korea have revised their labour laws. Korea has also this year introduced a minimum wage, albeit insufficient by the unions but intended as the beginning of a wider welfare programme.

For industries facing difficulties, like textiles, garments and footwear, the minimum wage has been fixed at Won 110,000 (\$140) a month. While for the electronics, machinery and transportation industries it has been put higher at Won 117,000.

Two factors at least favour a smooth transition to a more unionised workforce without the disruptive confrontations that could jeopardise economic growth.

The structure of industry is changing, with the information and electronics sectors gaining in importance over traditional industries like steel, shipbuilding, and metal fabrication. This is a change that discourages large scale union organisation. At the same time the level of education in the workforce is rising and workers increasingly see themselves as middle class.

In addition, after years of spartan living, Koreans and Taiwanese are becoming increasingly consumer oriented. They see a wider range of goods in the shops and they want more money with which to buy them. They seem unlikely to institute major disruptive strikes to throw up this chance of improving their living standards.

Taiwan unions are wary of going on strike

an abrupt transition possible.

Many managements around the region were badly caught off balance by the militant stance of labour. For instance, Taiwan's largest company, found that the workforce rejected the complete list of company supported candidates in a union election. Hyundai of Korea had production at its car division crippled because it had left itself vulnerable to a shut down through a handful of component suppliers going on strike.

It has been necessary to import supplies over the last year to prevent a repetition.

Many medium and smaller companies are also uncertain how to handle industrial relations in such a changed environment. Thus both Korea and Taiwan have projects for new management institutes aimed at

When he looks round at the low pay and long working hours of many of his friends and relatives with jobs in small, local companies he does not have much hope that conditions will improve.

Married with two children, Mr Ou lives at Chungling, a new industrial town built beyond the old national airport to attract and house export oriented firms dependent on fast transport.

Like many of Taiwan's cities, it looks like a transit camp - a ramshackle mixture of factory sites and cheap housing that reflect Taiwan's former uncertainty about its economic future.

Mr Ou and his family live in a simply furnished three-roomed flat in a street where the rubbish side has been left as a virtual rubbish dump.

Mr Ou's present situation is a curious one reflecting the abrupt changes that have been brought about by currency shifts. As the after sales technician for Nippon Paint, he has a good and moderately well paid job with a salary of NT\$ 20,000 a month.

Nippon sells industrial paints for use on containers, and Mr Ou is expected to provide a round-the-clock service for customers needing advice. He has no fixed annual leave, but since the rise of the yen in 1985, Nippon's sales have slumped so that Mr Ou says that effectively he has had 10 months off in the last year.

Though he has continued to draw his salary, he has had no pay increase or bonus for two years.

He would like to leave and dreams of starting his own business. But with a family to keep and rent to pay, he does not dare take the plunge. For the moment other jobs that he might be offered would be unlikely to pay more and the hours would be much longer.

His own family comes from Kaos-

A good day's work in far off Britain

MR YOUNG-CHULL Rhee, head of the Samsung group's trading subsidiary in the UK gets into his London office at 7.30 each morning. He expects to work a 13 to 14-hour day while posted in Britain, compared with the 12-hour day he normally does in Seoul.

He leaves his home in Kingston, where many South Koreans are returning before 9 pm, except on the evenings he is entertaining. He says good humouredly that he cannot ask his staff to work the same long hours, but he "expects them to have a similar attitude towards their jobs."

His twelve Korean executives, nonetheless, have to be in their offices by eight - the time change means that telephone conversations with Seoul have to take place early in the day. He is more lenient with his European staff, who are required to arrive by nine o'clock.

Mr Rhee is one of the growing numbers of Koreans in Europe who reflect the rapid build-up of exports to the EC. He arrived more than three years ago when Samsung Company, the group's trading arm, was making losses on its British operations. In that period Korean trade with Europe has more than doubled.

Fluent English speaking, and with that directness that distinguishes Koreans from Japanese, Mr Rhee has had an unusual career for a senior executive with a major Korean group. He joined Samsung after being recruited from the Korea Exchange Bank, one of the main commercial banks, where he had risen to be deputy general manager. He complains that at that level of seniority, a banking job becomes less interesting because all the major decisions are taken by the Ministry of Finance.

He was recruited by a long time friend - "there are no head-hunters" in Korea, he says - whom he had known when both were at Seoul National University. The university, the most famous in Korea, takes the brightest of the nation's high school students.

Mr Rhee was the only one to be admitted from his high school some

50 miles from Pusan.

When Samsung approached Mr Rhee in 1980, it was suffering like other major Korean groups, from the credit squeeze that the Government had brought in to curb the inflation due to the overheating of the economy in the late 1970s.

"They had to find good, reliable, cheap sources of money," says Mr Rhee, who adds that at that time Samsung had no director "with training and experience in international finance." It also needed someone to co-ordinate foreign exchange operations because of the growing volatility of exchange movements.

Trained as a professional manager, and with a background in finance and international business, he thus had the qualifications for the job. He entered the group with a brief "to build up the international side."

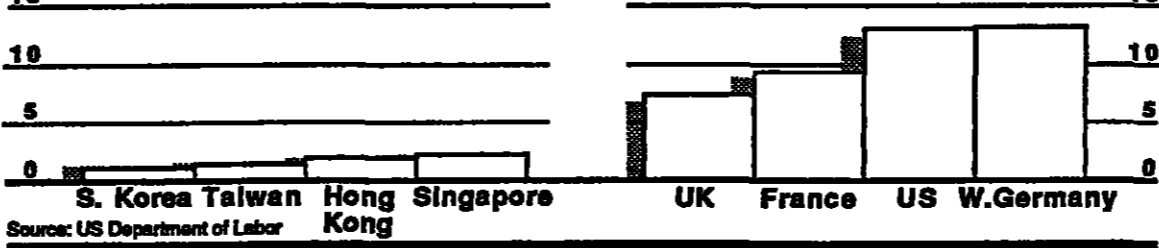
Of the major Korean companies, Mr Rhee says that his preference had always been for Samsung, because it is the most professionally run and there is a lot of decentralisation. Contrasting the family control of most of the other companies, he says Samsung is the one "where an executive with no personal ties to the chairman can have a meaningful job to do."

Under Samsung's management system, the performance of the 500 senior executives - the "directors" - is carefully monitored by the chairman's office, which is expected to send him a personal report every six months. There are also meetings on a regular basis depending on their seniority. The presidents of group subsidiaries gather with the chairman for a lunch once a week. A newly appointed director might expect to lunch with the chairman twice a year.

Mr Rhee was appointed a "senior director" early this year. This opens up the possibility of his being named to run the new European regional office that Samsung Company is likely to establish this year, or of a senior position in Seoul.

He leaves little doubt that in career terms his preference would be to return. "A senior director should be in his company's head office, rather than in a remote post," he says.

HOURLY COMPENSATION RATES 1986



Results of company loyalty

MR PARK YONG-ROK lives in one of those large apartment blocks that rise out of the Korean landscape like military barracks. During the winter months, cashions and covers are spread out across the heated floor of his two-room flat, in the traditional style of a Korean house.

With his wife and three sons, now aged 18, 17 and 15, he moved into the apartment six years ago, taking out a Won 50 million government loan which is repayable over 30 years.

Wage increases over the period have much reduced the burden of repayment so that the Won 50,000 monthly installment now absorbs only six per cent of his Won 500,000-a-month salary.

Mr Park has lived all his life in Seoul, a fast growing industrial town about an hour's train ride to the south east of Seoul. When he was seven the North Korean army swept through the town in its thrust south at the beginning of the Korean War. He has no memory of the invasion, though he has heard people talk about it.

Unlike most Koreans, who have a reputation for switching jobs, he has worked in the same spinning factory all his working life. He began on a salary of Won 6,000 a month and is now a foreman in charge of six other men. He says he does not expect any further promotion. "I don't have any great ambitions," he explains, and "I know my limits."

With thick dark hair, broad forehead and narrow eyes, he looks much younger than his 43 years. Beside his wife, a large woman bursting with good humour, he is sparing in his replies.

Last year his salary rose by 20 per cent, as a result of the regular annual increase and an additional increase won during the summer strikes. But

he says that with all the expenses of three children growing up, he manages to save very little. "We are a bit more squeezed than before." He adds, nonetheless, that "compared with ten years ago we are much better off than we were."

Because of this squeeze, he would prefer to work longer and to earn more, rather than have more days off and longer holidays. He works a six-day week for 10 hours a day, two hours of this being paid overtime. He says the factory is too busy for him ever to take a summer holiday.

Of his three sons, two are in high school with the probability of the oldest going on to university. The third son has been a little mentally retarded from birth. Clothing them, feeding them, providing them with pocket money and paying the nominal school tuition fees absorbs over Won 100,000 a month.

Though the flat is small, it is comfortably furnished. The cashions and covers that are spread on the floor can be tucked away in a large black, moth-eaten-pile-up cabinet cupboard which dominates the main living room. There is a television and video, both also paid for on credit, and other mother-of-pearl ornaments on shelves.

Despite the barracks-like appearance of the building, there is a friendly atmosphere. Most of the tenants seem to know each other. Mrs Park says that there is a neighbourhood association and that the wives are on "very good terms."

She gave up her job in an office after their first child arrived. At that time they rented an even smaller apartment, having spent the first years of their married life living with their parents.

When the children were smaller, Mrs Park says, it was she who used to help them with their homework. Now it is too difficult for her and all she can do, she adds laughingly, is to try and make them work harder.

Her ambition, if there was a little more money, would be to move into a larger flat. That would have precedence over buying a car or a small pick-up truck.

Mr Park has his eye more on the pick-up truck, because when he retires in ten years time, as he will have to when he reaches 55, he would like to return to farming.

Since the labour disputes in the summer, the atmosphere has changed at the factory, he says. "It is much more democratic. The management is less authoritarian and more concerned with the welfare of the employees. We also get a longer break during the day."

Jobs have been replaced by the introduction of more automated machinery, he says, but nobody has been forced to leave because output has also expanded.

In past elections, Mr Park has tended to vote for opposition candidates. But in the presidential election, he voted for Mr Bah Tae Woo, as representing what he calls "a chance for stability."

Mr Park fears that Korea is becoming too Westernised, with a rising divorce rate. But he favours the Korean market being opened up to more foreign imports because he believes the quality of Korean products will improve through greater competition.

Boom fails to help Taiwan's have-nots

EVERN BY Taiwan standards, the boom of the last two years has been exceptional. But Mr F.P. Ou, a good humoured after sales technician for a Japanese paint manufacturer, feels that the good times have passed him by.

When he looks round at the low pay and long working hours of many of his friends and relatives with jobs in small, local companies he does not have much hope that conditions will improve.

Married with two children, Mr Ou lives at Chungling, a new industrial town built beyond the old national airport to attract and house export oriented firms dependent on fast transport.

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Though he has continued to draw his salary, he has had no pay increase or bonus for two years.

He would like to leave and dreams of starting his own business. But with a family to keep and rent to pay, he does not dare take the plunge. For the moment other jobs that he might be offered would be unlikely to pay more and the hours would be much longer.

His own family comes from Kaos-

ching in the warm south of the island. He does not like Chungling because the "weather is humid and the schooling facilities for children are poor."

Mr Ou has a two-year-old daughter and a ten-month-old son.

He pays NT\$ 3,500 in rent for his flat, which is part of a block owned by an investor who also has hotels and property in Taipei.

In the main room, there are three chairs and a sofa, an old TV set, no video recorder and few ornaments. Unlike many other flats in the same building, the Ou's do not have a family shrine in their living room.

Children's toys lie scattered on the floor and dinner plates are stacked ready for washing up. Mrs Ou stopped working on getting married - she had a job as a clerk in a lawyer's office - and stays in the background while her husband does the talking.

Now 34, Mr Ou left school at 19 hoping to get a job on a ship. He ended up instead repairing containers - which provided the link to his present job where he has been for just over four years.

A quiet, softly spoken man who was initially reticent to express his views, Mr Ou believes that statistics of Taiwan's rising national wealth give a misleading picture of how most workers actually live. "The owners have made the profits," he says. "We have not enjoyed much of the benefit."

In companies where his friends work, management push employees to the maximum. "In very large firms, perhaps things will change," he says. "But in small companies, I don't see this happening. And Taiwan has a large number of small companies."

Sceptical of the real significance of the lifting of martial law in 1987, he thinks the most far reaching change introduced by the Government was in allowing Taiwanese to visit their relatives on the mainland.

"That was an important move," he says, adding that he would like to see a further improvement in relations with mainland China.

WOMEN

A powerful force for reform

There will be increasing demands for female representation in government and more opportunities within business

THIS REPORT has argued that East Asia is passing through a period of unprecedented change...

Men will be expected to share responsibilities instead of returning home drunk at midnight

will grow. There are almost as many girls as boys in secondary school and university...

In Singapore graduate women have difficulty in getting married because men still stick to Chinese traditions of marrying women with less education than themselves...

In Korea, there was only one woman in the last National Assembly of 276 members...



The unengaging nature of brain power

THE SOCIAL Development Unit (SDU) is one of those institutions you would have difficulty in finding outside Singapore...

education. That means that 39 per cent of female graduates remain single. For a Singapore government sensitive to fertility rates among a small population...

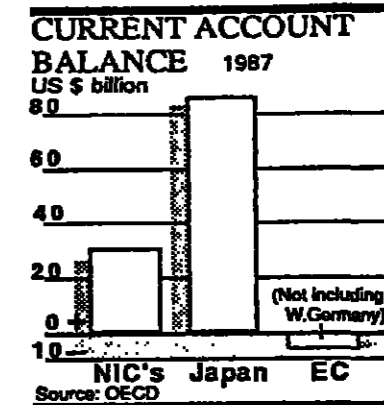
Dr Aw feels that the agency fills a gap created by the pressures of life in modern Singapore. Jobs have become very compartmentalised so that, for example, teachers tend to be women and engineers tend to be men...

TRADE AND ECONOMICS Shocks form basis of prosperity

The newly industrialised countries have been forced into a series of policy reappraisals that have paved the way for rapid growth

EAST ASIANS tend to see their growing post-war prosperity as having been shattered by a series of thunderclaps that have shaken the established order...

surplus with the industrialised world. At \$30bn the combined surplus was almost as large as that of the European Community (EC)...



The political shock is the subject of the next section of this report. Meanwhile, this section looks first at the way governments are handling the changes in economic policy...

resist international pressures than the Japanese did, because they are smaller, more politically fragile and their economies are more dependent on trade...

Philips reinforces its global strategy with a large intake of Chinese intellect

THE YEAR 1981 is something of a landmark in the post-war development of East Asia. It was when US multinationals began to move their production bases abroad...

a trend that expanded dramatically in 1985 with the rise in the value of the yen. Few European companies took this trail, though this section looks at the experience of one. Even now, look through the list of foreign electronics groups manufacturing in Singapore...

Taiwan, Hong Kong, Singapore, China, the Philippines, Malaysia, Thailand, Korea and Japan. Eight per cent of its worldwide output is produced in the Far East...

they are attempting to grab market share in products like small televisions, video cassette recorders and microwave ovens by selling at below cost price...

production engineering work. It has delegated to Taiwan the global management of a product division. Philips has long been regarded as "the example company"...

Taiwan was also nervous that its television industry could be condemned by the shift to high definition, digital TV in the 1990s. Philips had the technology and was one of the leaders in the field...

Trouble with Korea in US and Europe

importing immigrant labour to the least skilled jobs, and because European protective tariffs made offshore production less attractive.

Philips, however, is also going further than other Western multinationals in integrating East Asia into the mainstream of the group's research, design and product development operations.

Thus Philips' major centres in the Far East are in the Chinese world. It has four factories in Hong Kong but sees that country increasingly as a base from which to manage, staff and provide technical assistance for its Chinese operations.

What Mr Bergvelt sees as a new "strategic alliance" between Philips and the Taiwan Government began to develop a few years ago...

One motive was an access to cheap labour

which Philips had need. "What we always lack is development talent," says Mr Bergvelt.

Overall the effect of this "alliance" should be to strengthen Taiwan's competitive position in electronics - particularly in regard to Korea - while providing Philips with a fully integrated operation in the Far East from research to the manufacturing capacity that it has so far lacked.

ASIA'S PACIFIC RIM

THE CHALLENGERS

Industry over agriculture

The high growth rates of the NICs have put pressure on neighbours, like Thailand, China and Malaysia not to fall too far behind

MR LEE KUAN YEW was quoted at the beginning of this report as saying: "What Japan has done, the other peoples along the Rim, Koreans, Chinese and Vietnamese, can do."

strengthening the pressures for reform. "It is a revolution - a perestroika," says Mr Tadao Morimoto, who heads the Bangkok office of Jetro, the Japanese export agency.



Grand Palace, Bangkok.

products as Thailand's main source of export earnings in 1985, and now industry contributes more than agriculture to national output. In Malaysia, exports of manufactured products overtook exports of agricultural goods last year.

Thailand builds from a diversified base

DR PHISIT PAKKASEM, one of Thailand's most respected technocrats, gets understandably impatient with those who think that Thailand's present boom has blown up out of nowhere like a cooling rain burst on a sticky Bangkok afternoon.

Asia's fast growing economies almost invariably began with a devaluation. The baht was devalued by 15 per cent against the dollar in November 1984. General Arthit Kamlangke, the then Commander-in-Chief of the armed forces, went on television to denounce it. Finance officials had some doubts themselves because the devaluation would make it more costly to service the huge increase in foreign debt that had taken place in the previous years.

machines and audio products), Toshiba, Sony and Matsushita are all expanding their facilities. As the high yen means these companies can no longer import components from Japan, Thai parts manufacturers have begun to spring up.

barrier against renewed military intervention. The Government has in turn left the management of the economy to its technocrats, while believing that growth should be led by the private sector.

A good deal of this was a result of the slow down in the world economy that followed the second oil shock. Some of it was due to the uncharacteristically wrong-headed policies that Thai administrations followed in the years 1977 to 1983. As obvious opportunities for import substitution ran out in the 1970s, the Government pushed industry into costly capital intensive projects ranging from oil refineries to chemicals, vehicle assembly and machinery.

Whether or not it did, the beneficial fall-out for Thailand was immediate. Manufactured exports have grown by an average of 40 per cent in 1986 and 1987. Tourist earnings increased by 27 per cent last year. Applications for new foreign investment quadrupled in 1987 to baht 20,910.

It was this business class that was largely responsible for the growth of industry in the 1960s and 1970s. Thailand, with a population of 50m is thus a larger domestic market than the NICs. It chose the import substitution model.

With the pick-up in the growth rate, some of the other problems that have been dogging the economy look less daunting. Savings are increasing. Incomes and economic activity rises. The current account moved briefly into surplus in 1986. Government deficits are smaller as a proportion of GNP, and by the same yardstick foreign debt is shrinking as well.

But the main reason why the economy slowed was that Thailand's conservative monetary authorities kept the currency pegged to the dollar for an almost unbelievable 35 years. As the dollar rose in the early 1980s, so the baht became increasingly overvalued and exporting increasingly unprofitable.

The sharpest increase in foreign investment has been from Japan, indicating that Thailand has become a preferred choice in south east Asia for Japanese electronics and household appliance manufacturers.

Notwithstanding the coups and upheavals of the 1970s, Thailand is also building a reputation for political stability that reflects an underlying social cohesion. Prime Minister Prem Tinsulanond has been in power for eight years and, though a former general himself, has kept the military at bay.

As has happened in Korea and Taiwan, the growth of an educated middle class opinion is educating a

A pointer to China's future

IN OTHER parts of Asia, touts will approach you to sell anything from counterfeit watches to a visit to the massage parlour. But in Zhongshan, the girl behind the ticket counter of the local amusement park calls out: "We want foreign investment. Why don't you invest?"

This is the Pearl River Basin. The flat farmlands now busily industrialising that stretch up from Hong Kong to Guangzhou (Canton), which are the nearest thing in Asia to a crossroads between the communist and capitalist world.

Politically Zhongshan is a part of Communist China. But in economic terms, it is also an outpost for profit-grubbing Hong Kong, where that city's industries are rapidly relocating to escape growing congestion and spiralling costs of Hong Kong itself.

Even in the space of a few years, the changes are startling. Drive into Zhongshan from the ferry terminal and you see suburban villas under construction that would not look out of place in Los Angeles. They are being built by the local government for sale mostly, but not entirely, to wealthy Chinese from overseas.

At the hotel, smiling uniformed reception clerks wearing badges with the words "Smiling Service Activity" step forward to take your luggage. Behind them a row of clocks tells the international traveller the time in Beijing, Paris, New York and Tokyo.

In nearby Foshan, a government official rattles out figures that include the fact that the population of this district alone is 3.6m - making it larger than Singapore - and that in 1987 it had a real economic growth rate of 22 per cent.

The new prosperity marks a happy combination of China's needs and the growing pressures on Hong Kong. China's open-door policy of recent years has encouraged overseas Chinese to use their wealth to finance schools, hospitals, roads and factories, as well as providing additional funds for their families.



Mr Zhao Ziyang: Plans for more outward looking growth

allowed the Hong Kong economy to run an average real growth rate of over 12 per cent in 1986/87. In shifting its manufacturing operations to China, a Hong Kong company can cut its labour cost by about a third. TWD, the electronics group, says it has to pay assembly workers in Hong Kong about HK\$ 3,000 (US\$385) a month compared with the HK\$ 1,000 it pays in China.

The Pearl River Delta has been successful in attracting this investment from Hong Kong both because it is nearby and because, as one diplomat puts it, "towns like Zhongshan, Foshan and Dongguan have the authority, the ability and the gumption to attract money." The Beijing-backed Special Economic Zones (SEZ), like Shenzhen and Shantou further up the coast, have run into problems as a result of overbuilding and cumbersome procedures.

Many of the new manufacturing ventures in the Zhongshan area spring from personal contacts between local officials and friends or relations who are now businessmen in Hong Kong. They take the form of a joint venture or a processing agreement, under which the Chinese factory is paid a fee for the work it contracts.

Either way the Hong Kong partners normally provide equipment, some training and a little capital. The Zhongshan electronics plant, the largest in the town with a 1,600 workforce, shifted to electronics after being a paper and packaging factory before the Cultural Revolution. It manufactures low-end radios, cassette recorders and mechanical tuners for Japanese companies like Matsushita, Toshiba and Aiwa.

High yen brings fresh avalanche of business

"WE HAVE so many Japanese visitors these days," says Mrs Niramol Suriyast, former Thai Businesswoman of the Year and president of a joint venture with Toshiba of Japan, in explaining how her life has been changed by the surge of Japanese investor interest in Thailand.

"suffered a lot," she says, because imported components grew more expensive. But since then the rise of the yen has had a beneficial effect. She says that it became "increasingly difficult for the parent company to export from Japan. It therefore asked whether we could supply our products instead."

Her company first got an order for rice cookers for export to the US, Panama and the Middle East. "For the American market we had to get an underwriter laboratory certificate which involved changing some of the materials. We also had to import plugs and circuits from Japan."

Mrs Niramol's new venture into real estate sprang from her search around Bangkok for land where Toshiba could establish a new factory. She was looking for 50,000 sq metres and instead purchased 1.6m sq metres. "With industrial land so difficult to find," she says, "why not develop an industrial estate?"

Those who do not go to see her - and she speaks of "mission after mission" from Toshiba alone - pass by her front door. For the Toshiba factory is housed in what looks like a large red-bricked palace on the road from Bangkok airport to the city centre.

Mrs Niramol, coolly dressed in blue, had been thinking of retiring before the rise of the yen in 1985 brought a fresh avalanche of business. Turn-over rose by 84 per cent last year. Toshiba pushed the company into new export markets because Japanese-made products had become too expensive. She even launched a new real estate business to provide factory space for foreign companies eager to find sites in the Bangkok area.

Her husband is an engineer who graduated from Yale. "But I like to run everything," she says disarmingly. She went to Wesley College in the US and then to the Massachusetts Institute of Technology. She trained as a chemist, began her career as a personal assistant with Shell, and has a liking for statistics.

"I like doing time-and-motion studies," she says, adding that she is just beginning to introduce just-in-time inventory management into the company. The unusual red palace structure in which the Toshiba factory is located reflects her interest in architecture. In keeping with this, she has decorated her office with prints by the American painter Edward Hopper. He also had a liking for red brick industrial buildings.

Malaysia gets back in the race

MALAYSIA is a case of an Asian country that seemed to have the best chance of joining the ranks of the NICs but has been letting this slip from its grasp, writes Wong Sulong.

Until the late 1970s it enjoyed high annual rates of growth of around 8 per cent, thanks in part to its wide range of natural resources such as oil, natural gas, rubber, timber, tin, palm oil and cocoa. But it then tried to spend its way out of the world recession. It was able to borrow on the strength of rising oil production. But the world recession lasted too long.

The result of this gamble was that by the end of 1986, the country had an external debt of Ringgit 51bn (US\$20bn).

Under its fourth Prime Minister, Dr Mahathir Mohamad, the Government launched its ambitious heavy industrialisation policy designed to propel the country to the front rank of nations by the turn of the century.

It was a case of being too ambitious at the wrong time. Today, the heavy industries, cement plants, steel and sponge iron factories, pulp and paper mills and the national car project are, in the words of one minister, "in a mess."

Confidence was shaken by the spate of financial and political scandals and bitter infighting within the ruling United Malays National Organisation (UMNO), long regarded as a bulwark of political stability. The financial system has also been under strain, and by the end of last year banks and finance companies had Ringgit 4bn of bad loans provisions - equivalent to 6.6 per cent of loans.

Dr Mahathir, 61, came to power in 1981, on a wave of public expectations. The economic downturn heightened social and ethnic tensions and forced him to adopt increasingly authoritarian measures.

This culminated in a crackdown last October. Nearly 120 people were detained under the Internal Security Act.

Yet Malaysia is not out of the NIC race altogether. Last year could well have been a turning point. Even as the country's political fabric was being torn up, the economy made a decisive turnaround.



Dr Mahathir Mohamad: Has adopted authoritarian measures

Under its fourth Prime Minister, Dr Mahathir Mohamad, the Government launched its ambitious heavy industrialisation policy designed to propel the country to the front rank of nations by the turn of the century.

Exports of manufactured goods rose sharply by 33 per cent to Ringgit 20.3bn last year. However, the manufacturing export base is narrow. Electrical and electronic goods and textiles make up two thirds of exports.

While the foreign equity component rose by 43 per cent to Ringgit 750m, that of local interests fell by an equally alarming percentage.

Equally important is the future of the New Economic Policy (NEP) which expires in 1990. It is an all-embracing 20-year government programme designed to attack poverty and create a more equitable society.

For 1988 the manufacturing sector is expected to account for 23.5 per cent of GDP, replacing agriculture as

Managers at the plant complain that the processing line on exports is "minute" and the major benefit they get is in experience and technology. To improve its profits, Zhongshan wants to increase sales in the domestic market where prices are higher. It has thus entered a joint venture with TWD to produce the latter models for sale in China.

The Zhang Jia Bian toy factory on the outskirts of Zhongshan sprang up last year out of a chance encounter between officials from the district and a Hong Kong executive from Macao Toys, a subsidiary of Universal Toys of the US.

Mr Chen Jian-jiang, a manager at the plant says that "the two sides are in constant dispute over money matters. We want a larger fee but the Hong Kong partners say no. So what can we do?"

Zhang Jia Bian makes such well known toys as Cabbage Patch Kids, Matchbox Hot Rod racers, Matchbox action toys, transformable robots for Lansay and a Pee Wee Herman walking toy. Designs, samples and materials are brought from Macao and Hong Kong for making up at the factory, which already employs 1,200 people.

Altogether about 1m Chinese are now reckoned to be working for Hong Kong companies in factories across the border. With its home industrial labour force no more than 1m, this means that half Hong Kong's effective manufacturing workforce is now in China.

By no means all the operations are successful. Mr Ou Pei, vice director of Foshan's foreign economic office, says that of the US\$300m of foreign investment in the district, 40 per cent is showing a profit, 30 per cent breaking even and the rest making losses.

Walk round factories in the Pearl River Basin and you see sloppy work practices and inefficiencies inconceivable in the more disciplined environment of Taiwan or Korea.

At one of Foshan's newest factories, making sanitary towels for the domestic market, five girls are employed pulling apart faulty towels so that the material can be recycled. Hong Kong companies reckon that productivity is 20 to 30 per cent less than in Hong Kong itself. The Chinese are anxious that the joint ventures should expand from the current emphasis on light industry to more ambitious projects covering roads, telecommunications and nuclear power plants.



Illustrations by Gary Wing